

46





Book #17  
1946



# Standard Blank Book

No. 38

Journals Double \$ and Cts. no Units

S. E. Ledgers “ “ “

D. E. Ledgers Full Page Form “

Records with Margin Line

In 150, 200 and 300 Pages

made in U. S. A.

TO REORDER THIS BOOK, SPECIFY  
NUMBER, RULING AND THICKNESS  
AS INDICATED ON BACKBONE OF BOOK

A BOORUM & PEASE PRODUCT



Digitized by the Internet Archive  
in 2011

<http://www.archive.org/details/journalno17wels>



## HUMAN RELATIONS

1. Do unto others as you would have them do unto you.
2. Set an example by having the right attitude yourself.
3. Show a personal interest in each of your employees, hobbies, families etc.
4. Give credit where credit is due.
5. Be a leader not a boss.
6. Appraise your employees, plan for the future.
7. Always remember individual consideration of particular employees problem.
8. Instill confidence in our people, by making them feel we have confidence in them.
9. Always let your employees know where they stand.
10. Keep your employees well informed of any changes that affect them.
11. Show no favoritism.
12. Put yourself on the same level with the operator, just a human being.
13. Tell the truth at all times.
14. Don't pass the buck.
15. Don't be hasty, don't jump at conclusions.
16. Don't be afraid to explain a "Fair Days work for a Fair Days pay."





OCTOBER 1946

1

10/13/46 SUNDAY:

It cleared off in the night & got cooler - a beautiful cool, bright fall day. Got up about 8:30 - The scenery around the Davis Cottage was really beautiful - I wish I had some color film in my Leica. After breakfast I took some pictures of the cottage - also of Dave, Davie & Mary. Dave & I walked down to the spring & I took a picture of Dave using his invention to fill the gallon jug at the spring - quite a gadget. Dave & I also took a walk down thru the glen back of the cottage. It sure has a beautiful setting. About 11:00 we all went for a ride over some of the back roads - I drove the buick & surprisingly enough the valves worked perfectly - didn't stick one. The scenery was absolutely beautiful - we all enjoyed the ride. Got back about 12:00 - while Mary & Davie got dinner - Dave & I talked over some of our training activities - told him about our new Manager's Training Program & also the Manager's Guide I am working on. Davie had a swell steak dinner for us - & that was really a treat in the current meat shortage. She said she had to stand in line at a





*Ref to  
Welsh*

**The Idaho State**

**Junior Chamber of Commerce**

**Looks Ahead in the Field of**

**LEADERSHIP TRAINING**



A Project Originated by the  
Twin Falls, Idaho, Junior Chamber of Commerce

Dear Lynn:-

I am happy to announce that in the recent survey of our salary rates yours was reviewed with the rest & it was decided to increase your salary to \$9800.<sup>00</sup>. This action was taken several weeks ago & is made retroactive to Nov. 9th. I should like to have advised you of this before you left for ~~the States~~ but I did not receive the final confirmation until too late.

A check for 15.16 <sup>represent</sup> for the difference between what you received & what you should have received since Nov. 9th. is enclosed. This may come as some what of a surprise but ~~that~~ will I am sure prove that we are looking forward to your return and to our dept. & to your work in our Gen. Edn. Program.

Sincerely,  
Frank.

Mr. Lynn Seeley:-

CORONADO HOTEL Room 321

OCEAN FRONT & 87th. St.

MIAMI BEACH

FLORIDA



## PREFACE

---

The following letter and radio scrip is a replica of the exact program originated by the Twin Falls Junior Chamber of Commerce in the Field of Leadership Training. We feel that training for leadership should not necessarily start after a person becomes an official member of the Junior Chamber of Commerce. Rather it should be started with the teen age groups. This integration program will definitely help the organization in that civic leadership and training will not have to be entirely new to young men as they become members of the Junior Chamber of Commerce. The enclosed letter was addressed to all the civic groups in the city and the project was immediately accepted. The radio scrip was given on a fifteen minute program, donated by the local Radio Station. Many comments have come back to the organization about this program. At a meeting of the State Board of Directors held in Caldwell, Idaho on October the 8th the plan was adopted as a State wide project. All affiliates are now actively participating. Many revisions and additions will probably be made, but it is our desire and hope that you will all see it in the light of making our Country and Community a better place in which to live.

Signed

JOHN D. FLATT, *Chairman*  
Leadership Training Committee  
Twin Falls Junior C. of C.

## TWIN FALLS JUNIOR CHAMBER OF COMMERCE

Dear Sirs:

August 11, 1944

It is felt by many of the leading educators throughout the United States that one of the major problems in the field of secondary education after the war will be that of school and community integration. In other words, special effort must be made in the years to come to more closely correlate the activities of senior high school students, especially boys, with civic activities of which the boys must eventually become a part. The civic leaders are not sufficiently acquainted with the boys who are to graduate; neither are the boys acquainted with the nature and purpose of civic clubs. Why should our senior boys be strangers to our senior men?

In an effort to bridge this gap we would like to suggest that the following Twin Falls clubs; namely, the Senior Chamber of Commerce, Toastmasters, the City Council, the Lions Club, the Rotary Club, and the Kiwanis Club, along with the Junior Chamber of Commerce, each accept the responsibility of sponsoring the equivalent of fifteen to twenty of the senior high school boys this year to the extent that the boys, in groups of three and four, attend at least ten civic meetings. If every boy could sit with each of these organizations for two meetings sometime during the course of the year, a great deal of good would come to that boy. He would get acquainted with the leading citizens of the community. He would appreciate what community spirit is, what it takes to organize and operate a community; furthermore, when he graduates he is more thoroughly conditioned to take his place as a senior citizen. He would not need to lose from five to ten years before he is conscious of his responsibility as an active citizen.

It is impossible to enumerate the advantages that such a program would have so far as our boys are concerned. In addition, the men who constitute these civic clubs will also gain a great deal from the boys. A community is no better than its youth, nor it is any better than the attitude of its senior citizens. If we can carry on a program whereby our senior boys can be shuffled through the civic clubs, we feel that a great deal of practical education will take place and a great amount of understanding between boys and men will also be experienced.

The mechanics of such a program could operate about as follows: The Boys' Club of the high school will work out a system of rotation whereby each senior boy will have the opportunity of visiting each of the five separate clubs at least twice during the year. He would thereby get acquainted with the different men in the different clubs and also become acquainted with the functions and purposes of the separate organizations. If there were a hundred boys such a rotation would make it necessary for the boys to visit in groups of three most of the time. The visitations should be scheduled throughout the year so that each boy would anticipate meetings all during the school term. This program implies that the boys be sponsored financially for their meals. All service clubs have their boy and girl committees. This is a real opportunity to help those committees do a worthwhile project. After each student returns from a visit he will be asked to write his opinion of the meeting attended on a card. From time to time these opinions or evaluations will be compiled for the benefit of the Clubs.

The idea is not altogether a new one. There are a few cases where it has been practiced in small communities. However, we know of no place in the United States where it has been practiced in a community of this size with the same number of boys. It is conceivable, then, that we can initiate an integration program that may have far reaching effects.

If your organization sees fit to enter into this program, the high school office will arrange a schedule for the boys and see that they are equitably rotated.

Yours truly,

JOHN FLATT, *Chairman*  
JUNIOR CHAMBER OF COMMERCE  
Leadership Training Committee

(Form letter sent to participating organizations)



# JUNIOR CHAMBER OF COMMERCE LEADERSHIP TRAINING PROGRAM

By JOHN D. FLATT\*

---

The world needs leadership. Nations want leaders. Our country to assure its perpetuation, must have leaders. We must not start leadership training tomorrow, next month, or next year; we must start it today. The leaders we have tomorrow will be those we train today. If we want a civilization that will endure, one that will be rich religiously, educationally, economically, socially, and politically, we must begin now. We must shape that civilization by moulding out of our present generation of young people a sturdy, well-disciplined, well-educated mass of leaders who will be capable of directing the destiny of our country.

In the past year, as peoples of a free democracy, we have taken too much for granted. We have felt that leadership was automatic. People may automatically become leaders, but such automaticity does not always produce the best type of leaders. Al Capone was a leader, but charity was not his mission in life. Hitler is a leader, but his type preys upon the spilled blood of manhood, on mothers tears. He took his young people and trained them for war and death. We must take our young people and train them for peace and life. What we want tomorrow, are leaders who will be imbued with the "American way of life"; love, tolerance, and mercy; with vision, hope, and charity; with justice, perserverance, and courage. Yes, we want more than these, we want Washingtons, Lincolns and Grants.

Where can we get such leaders? By training men today—young men. We don't want men who stumble forward into leadership. They may be too warped. We want men who train forward into it; not men driven by a loud noise, but men driven forward by the desire to serve a great country. Remember, a whistle becomes silent as it's steam evaporates into nothingness. But the steam that is directed exerts power and does work. We want men who are purposeful, dynamic, and sincere. We can get them by leadership training today. Let's not leave our shapers of destiny to chance. Let's take a chance and shape our leaders today.

How can we train today's young men? There is no absolute way. No single agency, of the many institutions that constitute our complex society, is sufficiently impressive to completely train an adolescent or a child. It takes many agencies to mold a personality. Religion alone is not ample. Education alone might only unfold a fool. Industry by itself might only produce money grabbers. But if we have many constructive institutions, many positive influences, many worthwhile organizations, it is possible to bring to bear upon the young mind enough of that which is constructive and good to foreshadow the evil and destructive forces that are present in any society. Crime culture develops crime. In contrast, culture for "the good life" inspires a life of good culture.

In Twin Falls we have many constructive institutions and agencies. We have good churches, good schools, good civic organizations, good homes, and many high type people. Of course, we have our share of evil forces. It is our job to make our worthwhile agencies so pleasant that the less desirable places have little attraction. Few young people desire an unwholesome atmosphere. However, if adults fail to set up constructive surroundings and training facilities for young folks, they may automatically be forced into improper associations. Wherever a child goes, or whatever it does, it is getting training for something. That something cannot be neutral; it must be either for the good or for the bad. \* Let's combine our forces together for the good.

---

\* (Radio script used on 15 minute program over KTFI)

The Junior Chamber of Commerce is the over-all sponsoring agency for a type of leadership training in our community that is unique. It has accepted the challenge of initiating this program in Twin Falls, as a proving ground, and of extending it throughout the state and possibly the nation. In brief the project is as follows: In our city we have several active organizations, the Junior Chamber of Commerce, the Chamber of Commerce, the Kiwanis, the Rotary, Toastmasters, the Lions, and the City Council. In high school we have nearly a hundred senior boys. These boys are to attend the weekly and monthly meetings of these organizations and learn and observe what it takes to make a community function. It is planned that each boy will be able to visit each of the groups at least twice during the school term, ten visits or more in all. Each day, after returning from a visitation the boys will write a record of their impressions, if any, and insofar as possible evaluate the club meetings attended. At intervals these evaluations will be examined by organization officials. The Boys' club of the high school arranges the rotation and is compiling records of the visitations. Our motto in high school this year is "Democracy and Leadership for a Better World." How well it fits into this community project.

Such a rotation of our junior citizens through the clubs of our senior citizens will do many constructive things. The mention a few: the older men will get acquainted with the younger men and vice versa. The young men will be conditioned to take their places as active citizens upon graduation from high school. In accordance with opinions of educators throughout the nation, a great deal of school and community integration will take place. There should be no gap between our junior and senior citizens. Therefore, the rotation, as described, will bridge the gap between school and community, not altogether, but it will be a big step. What would you have given to make such visits, each at least twice, when you were a young man? Just now our young men are wondering what the world is about. Their objectives have been side-tracked, their hopes shattered by a war which they did not start. However, those same boys will be the ones to direct our activities tomorrow. Though they have been disturbed they are not shaken. They are still most worthy and capable. It is not too late to begin a training program that will properly unfold the ability that is latent in these young men. This generation has a job to do today; that of fighting this war, and they are doing it. It also knows that it has a job to do in the future—that of conducting the peace, and we are confident that they will do it. But we must not let them drift. They don't want to drift. They want to learn what to do to conduct a community, a state and a nation. They want training for the responsibility that lies ahead.

Just what constitutes leadership? All people think, but they may not think of much that is constructive. We always have the cold water throwers, those who do not have faith, vision, or the courage to tackle problems. They are the folks who always see the bad side of everything—negative personalities, they are sometimes called. But people of that type play but a small part in the upward surge of mankind. They annoy rather than employ the better faculties of human intelligence. However, such people are eventually by-passed, and in their places we observe men of strength carrying on the work of the nation.—By leadership training we mean to develop men with positive, constructive, worthwhile ideas. Men who will tackle problems, and not run from them. Men who are skilled at manipulating changes for the betterment of mankind. Young men, if you please, who will take part in civic organizations, conduct meetings, do extra jobs, be alert to opportunities to make homes better, communities more wholesome, and governments more scientific. They will erase the insincere, the doubters, the parasites, and the dishonest. They will strive to purify our system of politics, to raise our educational standards, and to foster the Christian way of life. They will see that democracy is possible for those who strive to be democratic. They will build for all a society that makes possible not just existence, but real living. Jobs for those who have the will to work; education for the masses; recreation for the weary; music, art, and drama for the appreciative. They will see to it that there is tolerance and understanding, and they will be fearless with the unjust. These young men are not afraid. They know they have work to do and they want enough

basic, well-directed training to take hold. In Twin Falls the organizations are opening the doors of opportunity to such boys. The boys will not let them down.

Where will leadership manifest itself? The answer is simple—wherever there are people and activities. If a man were forever alone on a mountain, there would not be much need for leadership. But, people do not live alone. They rub elbows constantly. Our civilization is made up of one group of people after another. One social circle is imposed upon another until society becomes a mountain of social, political, economic, educational and religious circles. It is in all these circles that we want strong leaders. We want our young men to be leaders in their homes. We want them to elevate society, to be active politically, and to give us a balanced economy. They must help us determine our educational patterns, and to act and live like Christians. When that day arrives our local, state, and national structures will be sound and strong because every unit and segment is sound and strong. We will not fear tomorrow, rather we will anticipate each new day as another building stone of wonderment in this way of life.



butcher shop for almost 2 hours to get the  
 steaks. Mary & I left for home about 3:50 -  
 we stopped & got a large pumpkin along the  
 road. From Poughkeepsie we took route 44 &  
 55 over the mountain to Ellenville - stopped  
 in Clintondale at the Home - Jerry was home  
 but Liz had gone away for the weekend so  
 we missed seeing her & the new baby boy.  
 Jerry told us there were plenty of apples this  
 year - I was surprised to learn that they aren't  
 selling their State Delicious Apples but are  
 keeping them in cold storage to sell later at  
 higher prices if some. It was a beautiful  
 ride over the mountain - but the valves stuck  
 some in the car & that bothered me some.  
 Stopped for gas & had some supper - had oil put  
 in the gas tank - that seemed to work ok - it  
 completely corrected the sticky valves. Mary drove  
 from Monticello to Hancock. - We stopped  
 in Hancock & got a bite to eat about  
 7:00. Got home about 8:40 - drove on  
 down to Suttons at Endwell for the Sunday  
 paper before going home. Mother had Butz &  
 Mary Lou to bed so I didn't get to see  
 them. I unpacked the car - took the ashtray  
 out & then packed my big dog to leave for

Chicago. Mary drove me over to Binghamton about 10:15 - Porter rode over with us. My train didn't leave until 12:30 - but Mary wanted to get back to go to bed. I walked over to the Arlington Hotel & sat in the lobby - wrote up some of these notes. Earl Dooley came along & talked for awhile - we were leaving to go down to N.Y.C. - Got on the train when it came in about 12:20 - I was afraid I couldn't sleep so I sat up in my lower berth & read for about a half hour in my Reader's Digest. To-bed 1:15.

10/14/46 MONDAY:

Partly cloudy & warm to-day. Porter called me at 7:30 - got off the car at 8:00 & had breakfast in the Lockport R.R. Station at Buffalo - then took a taxi over to the American Airlines Office in the Statler Hotel. The office didn't open until 8:30 so I waited awhile in the Hotel Lobby - Went to the Office about 8:40 & turned in my ticket request which I had gotten from the IBM Traffic Dept. for my ticket on Flight 217 for Chicago. Had to wait until 9:09 for the Limousine to leave for the airport. I was the only passenger

so I rode up front with the driver. The plane was in from N.Y.C. when I reached the airport.

Flight 217 left on time 9:49 for Chicago. It was a bit hazy so the view from the air was not so good. The plane was a DC3 & I was surprised to note that there were 4 vacant seats. I did some reading in my Reader's Digest. Landed in Detroit Air port at 11:35 - I got off the plane for some air - it got a bit stuffy on the plane. Walked in the terminal for a look. Left Detroit at 11:45 and a short way out of Detroit the stewardess started serving us our lunch. It was my second meal in the air & it was a really nice meal - real steak - however the air was a bit rough & we bounced around quite a bit. It sure is a new sensation to try to sit down your cup of coffee & at the same time your whole tray & you start dropping - actually your coffee starts going up. I got thru my lunch Ok & strangely enough didn't feel badly either. However by the time we started to land at South Bend I felt a bit woozy. Landed then about 12:54 which was 11:54 C.S.T. as we had changed to the Central Time



zone & had picked up an hour. Only a few  
 minute stop - left at 12: C.S.T. I turned  
 the air jet on strong & felt fairly good  
 all the way on into Chicago. In the  
 flight from South Bend to Chicago we flew  
 across the lower end of Lake Michigan -  
 It was a pretty sight to see the sky  
 line of Chicago - boom into view thru the  
 haze ahead. I thought I could smell some  
 of the smoke & odors of Chicago in the air  
 thru the jet even before it came in view.  
 Landed at Chicago airport a bit ahead of  
 schedule about 12:35 - due in at 12:39.  
 Took one of the Limousin into town & got  
 off at the Stevens Hotel - walked around  
 the corner to the Harrison Hotel - couldn't  
 get a room right away so I checked my  
 bag. Called Pennel Mgr. of our Chicago Office  
 & he advised me to call our Salesman  
 Jack Mellish at Western Electric Plant which I  
 did & learned he had made arrangements for  
 me to view their training program on Wednes-  
 day. Also called Ray Johnson at Int. Hawsten  
 but he wasn't in. Did some shopping on  
 my way over to Int. Hawsten Office - stopped  
 at the Nat. Magic Shop in the Palmer House.

Also stopped in a stationary store & bought this  
 note book. Got over to Club. Harvester about  
 3:30 - had a nice chat with Ray - he intro-  
 duced me to his son Mr. Seignforth. I extended  
 both Ray & Mr. Seignforth an invitation to visit  
 our school at Endicott & was glad to learn  
 that they had been planning to come out to  
 see our set-up. I was sorry I missed see-  
 ing Gordon Packard who is now with Club. Harvester  
 he had gone home at noon with a bad cold.  
 Incidentally I inquired of Pennel this afternoon  
 for Charlie Lee & learned he had gone home to-  
 day with a cold too. Ray took me about  
 12 blocks out to the building which Club. Harvester  
 had recently acquired & set-up a sales & field  
 manager training program. I quite enjoyed seeing  
 the whole set-up - they have more space  
 than we do & it looks like they are doing a  
 good job. Ray & I got a taxi back down  
 town about 5:00 & Ray got a train home -  
 the taxi driver took me on over to my  
 hotel - Boy what a taxi ride - we got  
 into the terrific traffic jam at the peak of the  
 rush hour - & this western cow-boy sure  
 showed me some fancy driving in heavy traffic.  
 Got back to my room about 5:30 - cleaned

up a bit & then went out to a cafeteria  
for lunch - then to a show - saw Dennis  
Horgan & Jack Carson in "Two Guys from  
Milwaukee" - a good show - stopped in  
the Palmer House after the show for a  
soda. Got back to the room about 10:30 -  
read the paper & wrote up some of these  
notes - the big news to-day was that on  
President Truman's speech announcing the end  
of the OPA price control on meat.  
To-bed 11:30.

10/15/46.

TUESDAY:

I was awakened about 8:00 by the  
phone ringing & was most surprised &  
some what alarmed to learn that it  
was a call from my office in Endicott.  
Ray Jarvis called me to tell me about  
meeting of the American Society of Training  
Directors at Pittsburgh on Thurs. & Fri. He  
had learned about it from the Mr. Howard  
of the Minnesota Mining Co. who had called  
at Endicott to see me yesterday & who  
was going to attend the meeting. Well I  
sure would like to attend the meeting, for  
this is the very thing I had wanted to



see started a couple of years ago. However I  
 have to get back to get all lined up for  
 the Manager Training Program so I asked  
 Ray to go on to attend the meeting for me.  
 Had breakfast & took a cab over to our  
 office about 9:15 - called the Veterans Hospital  
 but couldn't locate or contact Bob Ingalls. He  
 had called our office earlier - I caught Charlie  
 Love just leaving the office - he was sure  
 surprised to see me - he took me back into  
 his office & we had a nice chat. Charlie was  
 about me as me for not calling him & com-  
 ing out to the house last night. He was leaving  
 town for a couple of ~~other~~ days so he wouldn't  
 have another chance - he even wanted me to  
 go on & have dinner with the folks to night  
 but I refused that & told him I would sure  
 call early the next time. Charlie told me they  
 had moved into another house - one they bought &  
 he had also gotten Louis a new Dodge Car.  
 It was about 10:20 when I got away  
 from the office. Saw Jack Mellick & ~~got~~  
 arranged to meet him to-morrow morn-  
 ing. Took a cab out to the <sup>HINES</sup> Veterans  
 Hospital from down Chicago - had to  
 pay the cab driver 2.50. Got on to

Administration Bldg. about 11:00 & went directly to Dr. Newman's Office. He & Ingalls had gone out with some other men for a tour of part of the Hospital. I was sorry I was so late for I would like to have been with them. I waited awhile & then the girl sent me over to Bldg. 54 to see a Mr. Barcliff one of their training men. Talked to him for awhile & then he got a call from Dr. Newman's Office that he & Ingalls had returned. We went back to Dr. Newman's Office & met a number of the men who were there. Besides Bob Ingalls there was also a Mr. Peterson from the Central Office of the Veterans Administration. We had a conference in Dr. Newman's Office & they asked me a number of questions - it was obvious that in their eyes I represented 'big industry'. Having not seen their shops or training set-up I naturally couldn't talk very much. Dr. Newman took us all over to <sup>one of</sup> their cafeteria for lunch about 12:30. There seemed to be absolutely miles of corridors - all of the buildings are connected by inside corridors so the patients can go from one bldg. to another without going



outside. After eating we started a tour of the training shops - what then the shops for the paraplegics, that is those who are paralyzed below the waist or from the hips down & have no use of their legs. Of course these are all wheel chair patients. They had about 350 of this type alone in the hospital. I was surprised to see so many shops or training set-ups - They were mostly hobby or crafts however - that is painting, ceramics, woodworking, plastics & drawing etc. All the benches & machines were of the proper height for one to operate from a wheel chair. We also saw a small set up used for training in watch repair - a set-up given by Bulova Watch Co. There was also a rather complete radio repair training shop. It being the afternoon for the final game of the World Series most of the fellows had stayed in their wards to listen to the game on the radio so there were very few in the shops. It sure made you feel good to think you had all your limbs & faculties when you saw the boys pushing themselves around the place in wheel chair. Dr. Newman took us into some of the wards to see



The fellows in bed - it wasn't a very pretty sight. I sure feel sorry for the fellows who are partly paralyzed. They also had a number of quadriplegics, they are the boys who had their spine severed up in their shoulder or higher & have their arms as well as their legs paralyzed. There is very little that can be done for these fellows. It sure is pitiful to see them. I learned from Dr. Newman, that unless they keep moving the fellows around they develop awful bed sores & also their bladder & kidneys become infected from inactivity. Also the paraplegics as well as the quadriplegics have no control of their bladder or bowels which adds to their difficulty. We also stopped in the place where they train the boys to use their braces & crutches to walk. Dr. Newman had invented a harness device & 'coddling' track similar to a mono-rail by which the boys can be strapped on so they when they slip they don't fall all the way to the hard floor but are caught & supported by the harness. We saw a couple of the boys going thru their paces - it sure is a long hard grind to learn to walk without legs.

One device they had developed I thought was rather clever - called "My Own Score" - just a score sheet on which was listed the various Tests to be acquired or mastered by the patient - There were 72 of these ~~at~~ ranging all the way from such a simple thing as just moving from one place to another in bed to that of driving a car. Incidentally we also saw a group of the boys receiving instructions in driving - They were using an old rustle with hydromatic drive. After seeing the whole set-up I told Dr. Newman & Langille that although it would be impossible for us to furnish them with any work at Shiner from our plant - we could furnish them with some of our shop text books. They seemed to think this would be very helpful. I got a ride back into town in one of the V.A. Cars, a new 1946 Buick, with Mr. Schwartz & Mr. Peterson of the Veterans Administration. Got back to the hotel about 5:30 - cleaned up a bit & then called Louise Love before going out for dinner - had a nice long chat with her - traded her a bit about the Loves moving to Endicott & taking the home vacated by the Quins. Louise even called Hazel



To the phone to say hello to me. She also told  
 me that young Charles now weighs <sup>#</sup>72 lbs. & takes  
 a size 14 suit - he sure is a big boy.  
 Louise wanted me to come out to the home  
 but I told her I couldn't this trip but would  
 do so the next time. Had dinner at the  
 cafeteria across the street from the Hotel & then  
 took a trolley down to the Theater District &  
 went to the Chicago Theater - saw a good  
 movie & a fairly good stage show. Got out of  
 the show about 10:00 - stopped in the Palmer  
 House for some ice cream on my way back  
 to the room. Oh yes, before going to the hotel  
 this afternoon at 5:00 - I stopped down town &  
 bought a pair of black shoes at a Regal shoe  
 store - they had raised their standard price  
 from \$6.65 to 7.20. I also stopped in the  
 National Magazine store in the Palmer House & got  
 a couple of Tricer - one the 'national year con'.  
 Got back to the Hotel about 10:30 - did some  
 writing & then turned in about 1:30 - heard  
 a direct broadcast from Newburgh giving  
 an account of the execution of the 11 Hager,  
 or I should say 10 for being committed  
 suicide about 2 hours before he was to have  
 been executed by making a risk of prison.



It was interesting to hear the News Commentator tell of the last words spoken by each of the condemned just before they were hanged. It might have been considered sort of pitiful in some cases but with these men I have never felt the least bit sorry for them — after what they have done they deserve all they have gotten & don't more — and I'm sure the World rejoices in their end. Let's hope there will never again arise another group like them. To-bed 11:45 —

Oh Yes! The other big news To-night was that the St. Louis Cardinals won the 7th & final game of the World Series from the Boston Red Sox 4 to 3 — That last run sure meant a lot to the Cards.

10/16/47. WEDNESDAY:

A bright warm day — got up at 6:45 so I would have plenty of time to dress & pack. Made good use of my new TRAVEL ALARM CLOCK. Checked out of the hotel about 7:30 — their check out time was 3:00 P.M. & I was afraid I wouldn't be back by that time. I checked my bag at the Hotel. Had breakfast at the Cafeteria across the

street & then got a Taxi over to the IBM  
 Office, 233 W. Madison St. Got there at 8:15.  
 The office people were just coming to work. I  
 saw Palmer the president of the last sales  
 class & talked with him awhile. He introduced  
 me to Wolfe who is the E. F. M. Sales Manager  
 at the Chicago Office - he asked me to attend  
 their daily sales meeting at 8:30 & say a  
 few words but I had to meet Jack Mellick,  
 saw Charlie Wilbur from Endicott. Jack & I  
 left right away for Western Electric as he  
 had a 9:30 appointment. We took the elevated  
 car out to the plant - it is about a 40 min.  
 run. I learned that Jack had been a B25  
 pilot in the Army. Western Electric's Harrison  
 plant turned out to be the Thomson indus-  
 trial establishment I had more or less ex-  
 pected it to be. They have over 30,000 employees  
 & we so big we've quite know what the  
 other division or divisions of the plant are doing.  
 Jack had arranged an appointment with a Mr.  
 Pesch in the Veteran Retraining Division - he  
 called in a Mr. H. H. Schumacher who acted  
 as our guide for the day. I made it clear  
 that I was interested in all phases of in-  
 dustrial training so Mr. Schumacher very



kindly arranged for me to meet with the  
 heads of the various training divisions. We also  
 set in on part of the induction training  
 program they were conducting for a group of  
 new employees — in many respects it was  
 similar to our program at IBT. However  
 I noticed they made a distinction of levels  
 among the employees that we would never  
 do in IBT. They showed a movie called  
 THE MISSING TELEPHONE which was good.  
 We met Mr. A. R. Shore their Industrial  
 Training Director — I asked him what he  
 knew about the American Society of  
 Training Directors who are meeting at  
 Pittsburgh to-morrow & Friday — he didn't  
 know much about them but was much  
 interested — he even called a couple of  
 his friends associated with training to inquire  
 more about it. — He told me about the  
 meeting of their Industrial Training Director  
 Association which was meeting this evening  
 in Chicago & invited me to attend with him.  
 He said Fletcher of Caterpillar Tractor Co. was to  
 serve on their discussion panel so I accepted  
 his invitation. — Mr. Shore went to lunch  
 with us in the cafeteria — Mr. Perch



had made special arrangements for a Table for  
 a group of 8 of us. It was very nice but  
 something we couldn't do in our cafeteria at  
 I.B.M. Western Electric had a cafeteria on one floor  
 & then on the 2nd. floor they had tables with  
 white linen & table service for the executive &  
 white collar workers. I quite enjoyed talking to  
 Steve he was much interested in our operation  
 & I had an opportunity to tell him a little about  
 it. — Their place is much better looking on  
 the outside than on the inside. The buildings  
 are old & rather dingy inside — but they  
 are built around a huge quadrangle which is  
 well landscaped & abate with the ivy growing  
 up the sides of most of the buildings it gives  
 you the impression of being a large University — I  
 told Steve that & of course he liked that. After  
 lunch Mr. Schmalhal took us over to see &  
 meet Mr. <sup>D.R.</sup> Pover who is the Principle of the  
 General Education Program conducted by the  
 Hawthorne Club which is an Employee Organization  
 much the same as our I.B.M. Country Club. I  
 had a very interesting talk with Mr. Pover — I  
 left him a copy of our Gen. Edu. Bulletin — he  
 seemed amazed to learn of the scope of our  
 program — it is really much broader than

them there. I invited him to come to Endicott to  
 see our set-up & he was extremely interested in  
 doing so - in fact he said he wished he had  
 known of our program before. Jack & I left the  
 plane about 3:30 & got the elevated train back  
 into Chicago - I had told Mr. Powers of our  
 use of printed cards in keeping the records on  
 our Gen. Education Program so I promised to  
 send Jack a copy of our Record Keeping Manual.  
 Got down toward Chicago about 4:10 - stopped  
 by the office to pick up my top coat - said  
 good-bye to Jack Mellich & thanked him for his  
 many courtesies - then called Rex McMorin at  
 the U.S. H. C. & C. office & arranged to go over  
 to the La Salle Hotel to see him. He told me  
 how to get in - of course - the Hotel is still  
 closed from the fire. I had a chance to look into  
 the lobby & it was in a ruin - it gives you  
 a funny feeling when you think of those who  
 died in the fire. They still only have 3 service  
 elevators running at the back of the building.  
 I found the H. Chamber office in good order -  
 however Rex told me it was now a mess  
 right after the fire. I got 3 copies of the Hayes  
 manual - Hayes's Speak-Up which I had  
 requested 3 times from Rex - I told him



what I thought about it. Showed Rex a copy of  
 the V.T. Calendar which I had with me - he  
 hadn't seen one before & was much impressed.  
 It was eight at the height of the rush hour  
 when I left the Jr. Chamber Office - had some  
 trouble getting a cab back to Hotel Harrington.  
 Lost my bag & then even more difficulty getting  
 a taxi over to the Engineers Club - in fact  
 I finally gave up & took a trolley part of the  
 way - then took a cab from State Street &  
 Van Buren. Got to the Engineers Club about 5:30,  
 P.M. There arrived a few minutes later - he  
 had three other men from Western Electric  
 with him. He took me under his wing & in-  
 troduced me to many of the other fellows. We  
 went across the street to a bar for a few  
 minutes - I met Mr. Holmes who used to be  
 Industrial Training Director at Gen. Harrington &  
 who was largely responsible for starting their  
 Industrial Training Director Association a couple of  
 years ago. It includes the states of Illinois,  
 Indiana & Michigan. I told Mr. Holmes of my  
 interest in starting a similar organization in  
 N.Y. State & he gave me some of his thoughts  
 on the subject. - There were about 40 members  
 out to the dinner - I called the N.Y. Central



Railroad Ticket Office to check on my train departure. I left from the Illinois Central Station at 8:00 - The dinner started at 6:30 - I had to leave about 7:30 to be sure to get my train - Therefore I missed the dinner part of the meeting. Took a cab over to the station - the train left on time - I did some writing on the train also read for awhile - didn't turn in until 11:00 and then I realized too late that we would lose an hour coming east so I was really going to bed at 12:00.

10.17/46 THURSDAY:

A rainy day for my trip home. The poster called me at 7:45 but my watch said 6:45 for I hadn't set it ahead an hour to catch up for the hour we lost going from Central to Eastern Time. I shaved & shaved, the train got in to the Buffalo Terrace Sta. on time 8:16 - took the transfer bus over to the Lachawanna Sta. had breakfast at the lunch counter in the station. My train didn't leave until 9:40 so I had plenty of time. Sent a wire to Mary telling her I would arrive at Binghamton 1:50 & if convenient to meet me there. Train left on time - I

used my time in transit to good advantage  
 by roughing out a number of thank you letters  
 to those whom I had seen on my trip.  
 Had lunch on the train - we got in Bing-  
 hamton on schedule at 1:50 - Mary & Mollie  
 were there to meet me. We drove home and  
 I looked over my mail - Mary begged me  
 about getting a letter addressed to Mr.  
 Frank H. Welsh, Jr. Deceased, - it was from  
 the A. W. Benkert & Co. regarding my  
 Associated Gas & Electric Stock I had given  
 Joe Washick to sell for me. Mary drove  
 me on down to the office about 5:00 - I  
 had so many things to look over & to do  
 I hardly knew where to start. Went over to  
 see Blackie & had quite a chat - Blackie  
 brought me up to date on what had happened  
 while I was away. He is basking in the glory  
 of his new assignment as coordinator for our  
 Dept. of Education in Starbuck's absence. He  
 told me of a meeting he had with the staff  
 on Monday and that Mac Almon had come  
 but left after a few minutes said he had  
 another appointment - actually I think Mac  
 couldn't quite stomach Blackie & his new  
 administration. I learned that Earle Ogram

had been over to see me - he was still here  
 but was tied up with Bibby all afternoon. Called  
 Mac & checked on the progress for the start of our  
 Manager Training Program next Monday. Stopped  
 over to see Tom Jones in Visual Aids about making  
 the name cards to be used in our Manager  
 Training Program, finally got him straightened out  
 on what I wanted. Mary took Babe to the  
 dentist - she stopped by for me about 5:30 -  
 she had let the car run out of gas which de-  
 layed her some & then Barbara had left her  
 glasses at Glenn's with so we didn't get home  
 until nearly 6:00 - Mary reminded me that  
 to-night was the night for our second Lion's  
 Concert with Eugene List - I was sorry I  
 hadn't thought of it as I could have gotten  
 tickets at school. - I called Barbara at the  
 office & had her call Blackwell to get me  
 three tickets. Mary & Mottie went down & took  
 Barbara with them at 8:00. I had some fun  
 after supper showing the girls the tricks I brought  
 home from Chicago. Called Ray at the Hobby  
 Shop & he said he would be up about 8:00  
 to see the skate mechanism - so I brought  
 it up out of the basement & set it up.  
 Put Mary Lou to bed at 8:00. Ray



arrived about 8:15 with another fellow - a Mr. Meyers. They were both very much impressed with the shater mechanism - The outfit worked perfectly - it had never worked better. I also showed the fellows the colored movie I had taken of it last Christmas. Ray was certainly pleased with the idea of having it in his show window at the Holly Shop. I arranged to take it down Saturday Morning. We let the mechanism run for nearly a half hour & it worked perfectly. I spent the evening reading - getting caught up on the paper & magazines. Mother, Mary & Bats didn't get home until about 10:45. They all enjoyed Eugene List the brilliant young American Pianist very much. To bed 11:30

10/18/46

FRIDAY:

A very rainy day. Got up at 7:00 - Mary drove me down to the office at 8:00 - Bats & Mary Lou had no school to-day as the teachers had to attend a conference. I had a very busy day at the office - went over to see Mr. this morning & get all lined up for the start of our Manager Training Program Monday Morning. Earnie Cyran was

still here from Washington to-day - I had  
 about an hour with him this morning discussing  
 the training needs for the Washington Plant.  
 Earlie is very much interested in getting a  
 General Education Program started. He showed  
 me the new Government Bond job they are  
 doing - that is printing a Bond right on an  
 IBM tab. card. There is some prospect of the  
 Government going into this set-up for all their  
 bonds which would be some nice business for  
 IBM. I wasn't at ~~all~~ all impressed with the  
 way Earlie is running things - he is still  
 the same old Earlie - too much the show  
 off & 'I am the big shot' attitude. - Had  
 a lot of correspondence to get out to-day. At  
 12:00 I had lunch at the cafeteria - sat with  
 Harry Crampton - he told me that he was  
 going to N.J. this weekend & could drive thru  
 Pennsylvania for the first time in 6 mo. I didn't  
 know he had his license revoked in Pa. - he  
 was caught speeding - a state cop started after him  
 at # Mount Pocono & Harry gave him a race all  
 the way to Portland before he caught him. At  
 2:30 I arranged a showing of the sound slide  
 film that Mac & I want to use in our Manager  
 Training Program - entitled "It Takes Time".



Bibby, Mr Elwin, Harris, Kintner & also Earnie Agram saw it. They all approved the film. Earnie wants it to show his managers in Washington. Incidentally I had another talk with Earnie after the picture - he was telling Blackie & me some of his problems at Plant #3 with his managers - I was disappointed to hear him refer to the color people in the plant as NIGERS and as ~~AT~~ JIG-A-BOOS. Certainly if they ever hear him refer to them ~~as~~ by those names - his human relations problem will increase. I made a suggestion that it might be best to have the managers use only the reference colored people but Earnie simply said he could see I wasn't used to handling the southern niger & just minimized the statement I made. I spoke to Blackie afterward about it & he agreed with me. I'm afraid Earnie won't last too long as General Manager of Plant #3. I spoke to Bibby about my trip to Skin Hospital & asked him about giving them our text book - he suggested I talk with Orton about it. - At 4:00 I went over to Personnel Dept. to get Bud Austin to go over to Glen Rains' Office with me to meet on



reviewing the material to be presented in the  
 2nd. session of our Mgs. Trg. Program. Bud had  
 to wait to receive former Governor Lehman  
 who was due to arrive any minute to see  
 our plan. Bud sent Eleanor Alvine with  
 me. We had an hour session with Mac Almon,  
 Burns, Larrabee & Randall. Glen had out-  
 lined his material & had it in good order.  
 Mary picked me up at 5:15 - stopped over to  
 the Bulletin Office & left some information with  
 Marshall Brooker or Tom Jones to put in our Gov's  
 letter - I have arranged to have Tom as our  
 speaker next Wednesday. After supper I called  
 Phil. Hopkins & arranged to stop up to see  
 him about <sup>borrowing train</sup> equipment I sold him last winter.  
 Drove up on Round Top to Phil's home about  
 7:00 - he showed me thru his home - a new  
 home he built before the war. Also met his  
 wife & family - 5 children all little tots - 3 boys  
 & 2 girls - a nice family. I was surprised to  
 find that Phil had never set up the train  
 equipment he had bought from me. It was  
 nice of Phil to let me borrow some of the  
 things - I borrowed 2 switches & the transformer.  
 Stopped a T. W. Hobby shop in union on  
 my way home - told Ges. about my going.

to put the skater mechanism in the window of Ray's Hobby Shop to-morrow. Des. didn't care of course - he is still trying to get me a train. Got home about 8:30 - spent the rest of the evening dressing up the figures used on the skater mechanism. Mary & Mother helped me some. I set up the skater mech. & gave it a running test - it ran for over an hour without failure & then I had to turn it off to go to bed. It sure works swell. To-bed 11:30. - Oh Ys! I called Emma Starbuck this evening & learned they had brought Perry home from the Hospital last Saturday - here I was going to offer to drive her & the children down to Sager to-morrow.

10/19/46 SATURDAY:

A beautiful fall day - got up about 7:30 - hurried around & after breakfast I took the skater mechanism down to the Hobby Shop - helped Ray place it in his show window. It started attracting both children & adults as soon as we started it operating. Ray didn't have the things to really give it a nice setting.







USJCC

Jaycee  
Institute

Endicott, N.Y.

October 19-20, 1946

IBM Homestead Hotel Frederick

Presiding —

Carl F. Belkofer, Vice-Pres.

USJCC



Saturday, October 19 - Hotel Frederick

5:00 P.M. Registration

9:00 P.M. Smoker - Sponsored by Endicott JayCees

Sunday, October 20 - Homestead

9:30 A.M. Welcome - Russell Frey, President, Endicott J. C. of C.  
- D. L. Bibby, Executive Assistant, International Business  
Machines Corporation

9:35 A.M. Structure of J. C. of C. - Carl F. Belkofer, Vice President U.S.J.C.C.

9:50 A.M. National Headquarters - Ed Oaks, Chicago, Extension Service Secy.

1. Function and services
2. Problems and policy of Future Magazine
3. National finances

10:20 A.M. National Committee Operation - Gardiner Dales, New York, Vice  
Chairman, U.S.J.C.C, International Relations

10:35 A.M. State Committee Operation - Robert L. John, Columbus, Executive  
Secretary, Ohio State J. C. of C.

10:50 A.M. The Cleveland Plan - Wm. Priesmeyer, President, Cleveland J. C. of C.

11:20 A.M. Report of State Activities - Paul Taber, New York President  
Miles Sucher, Pennsylvania President

11:40 A.M. State and Local Finances - Daniel L. Wertz, Johnstown, Pa. Past  
State Treasurer

11:55 A.M. State and Local Publications - James P. Corcoran, Secretary Syracuse,  
N.Y. J. C. of C.

12:10 P.M. Adjourn for Luncheon

12:15 P.M. Luncheon - Principal Speaker - Selden Waldo, Gainesville, Florida,  
President United States Junior Chamber of Commerce  
Luncheon Chairman - Paul Manieri, National Director, Endicott

2:00 P.M. State and Local Meetings - How to Run Them and Make Them  
Interesting - George Brittain, Ohio President

2:25 P.M. Extension - The Ohio Plan - Herbert Golz, Ohio Vice President

2:55 P.M. Membership - Where Do We Go From Here? - Carl F. Belkofer

3:15 P.M. On to Long Beach - Boyd Stout, Circleville, Ohio

3:30 P.M. Summation of morning and afternoon subject with discussion -  
Carl F. Belkofer, U.S.J.C.C, Vice President

4:15 P.M. Institute Adjourns



I got a big kick out of seeing people stop  
 & look at it. - Stopped over to Stickleys & then  
 drove back home to get my camera - stopped  
 back to the Hobby Shop & took a couple of pictures  
 of the window with groups looking at the skater  
 week. running. Even got a picture of Hank & Peg  
 Jergin holding their baby Tim to see the outfit in  
 the window. Drove over to Vestal to see Perry  
 Starbuck - Perry had gone out for a ride with  
 one of his neighbors. I waited for him - he sure  
 looks a lot better. He has to have a check-up  
 at the hospital on Nov. 12th. & then will know  
 whether or not he can return to the office. -  
 Stopped over at Stickleys on my way home &  
 bought the only 6 Deluxe <sup>Views</sup> Masters they had in  
 stock. 2 for Dave Sanford, 2 for myself & 2 to give  
 away as Xmas Gifts - also stopped at the  
 frozen food locker for some stuff. Got home  
 about 12:45. Mary was waiting lunch for me.  
 After lunch I put on my old clothes & went  
 to work on the storm window. Mary helped me  
 wash them & I put them on. Mother washed  
 the window inside. It sure was a beautiful  
 afternoon for the job - got most of the down  
 stair window on. About 4:30 I washed the  
 car. Ken De Venti came over & finished mowing

The lawn. I hope this is the last time for this year. After supper I dressed & about 7:00 drove down town - got my hair cut a Strand Barber Shop - missed my old friend Charlie Pope - Charlie has left to live in California.

Stopped back to Hotel Frederick about 8:00 to check on the Jr. C. of C. Smoke - the group hadn't even begun to arrive so I drove on over to Rays Hobby Shop to see how Ray was making out with the skate mechanism. It had been running all afternoon & was operating O.K. I hung around the Hobby Shop for awhile & enjoyed seeing so many people stop by the window to look at the outfit in operation. I got the idea I might rent the mechanism to one or more of the larger stores in the Triple Cities for a week or so from now until Christmas. Ray thought it was a good idea & was willing to have any advertising men stop in to see it. About 8:45 drove back to Hotel Frederick - Paul Taker was there & some of the other one of town Jaycees had arrived. The Endeavor Jr. Chamber put on an informal smoke for the delegates to the U.S. Jr. C. of C. Institute for the North East section of the country to be held to-morrow at the Stoneham. I had a chance to see & talk



with a number of my Jr. Chamber friends met a number of the boys from Ohio - also Jack Brennan from Newark N.J. Jr. Chamber who lives at Cranford. He knows Jack Angar. I received a call from Bill Savitt at Newark saying Selden Waldo had not arrived on the plane he was supposed to be on from Florida - I had Bill talk with Tom Yobel as Tom had handled the reservations for Selden. About 40 to 50 fellows finally showed up for the smoker - it was a very informal affair - we just sat around the Dinning Room at Table & discussed Jr. Chamber & other subjects over beer & potato chips. I left about 11:30 & drove home. To-bed 11:45.

10/20/46 SUNDAY:

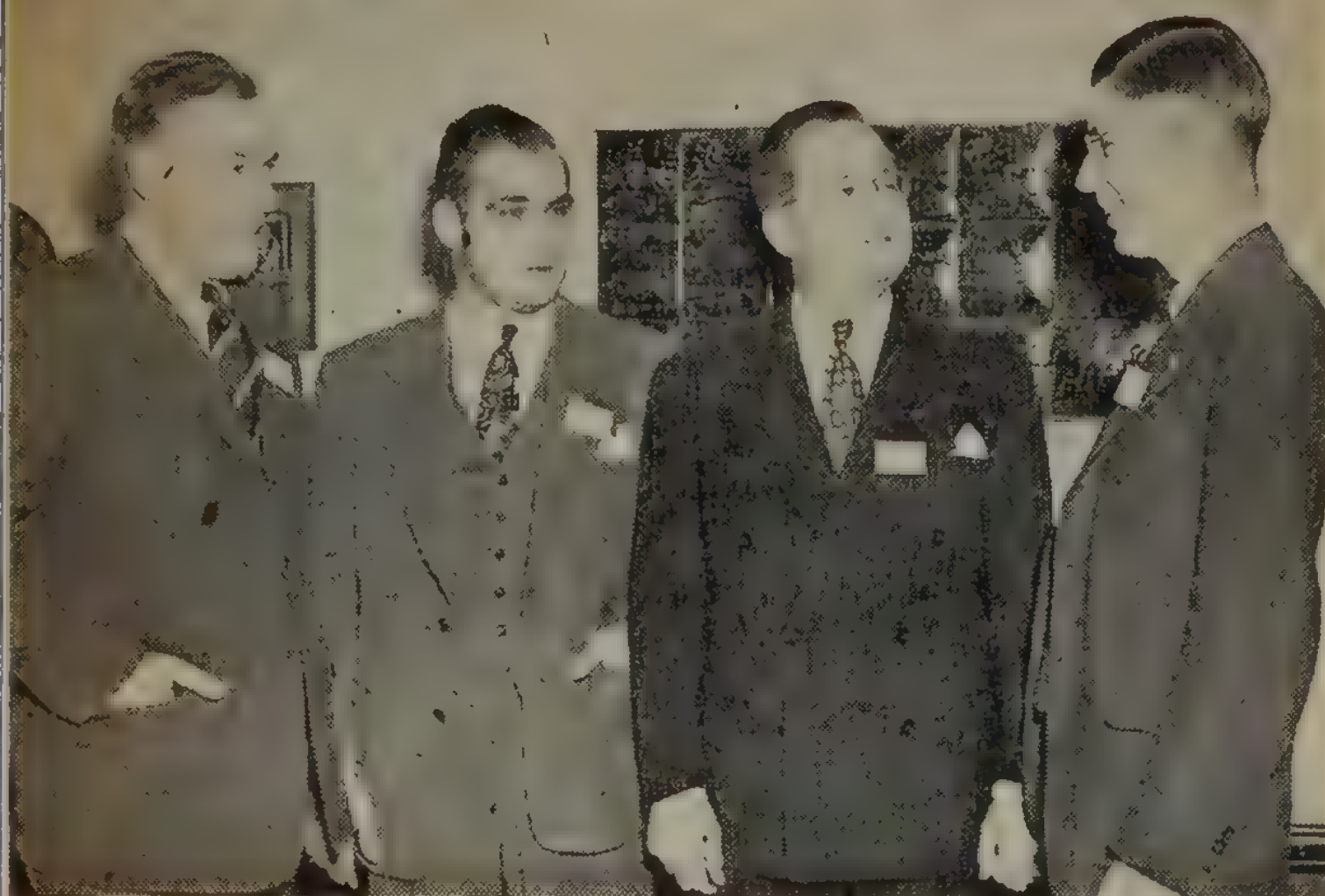
Partly Cloudy & cool to-day. Got up at 8:00 - hurried around & after breakfast I called Danne Bibby & asked him for a ride over to the Homestead at 9:30 to the Jayce Institute. Danne was scheduled to welcome the delegates on behalf of IBM. It was good that I called Danne as he had forgotten this appointment. Mary wanted the car to take the girls & the Bibby girls to Sunday School. Danne picked me up at 9:30. We were at the Homestead long before



The gang arrived for the institute. As is always  
 the case the meeting was about an hour late  
 getting started. I helped Paul Manini &  
 Gus Frey in getting the boys down into  
 the machine room as they arrived. The  
 meeting got under way about 10:30. About  
 55 present - a good program. About 11:30  
 Selden Waldo arrived on the scene. About  
 12:00 I got a call from Ray at the Hobby  
 Shop saying the shaper mechanism had jammed  
 or stopped. I told Ray how to repair it - I  
 also called Mary & she drove over to get me.  
 I drove her home & then went on down to give  
 Ray a hand - however he had the shaper mach.  
 operating by the time I got there. Took a couple  
 pictures of a group looking thru the window of  
 the Hobby Shop. Hurried back to the Homestead  
 for the luncheon. Had a chance to talk briefly  
 with Selden Waldo. Luncheon started about 12:45.  
 Paul Manini acted as toast master & intro-  
 duced Selden who was the Luncheon speaker -  
 he gave an excellent talk on the res-  
 ponsibilities of young men in the United Nations  
 Org. & its ideals. Really gave us something  
 to think about. Selden had to hurry away  
 right after his talk, to take a chartered plane



## Work for Education in Democratic Ideals, U. S. Junior Chamber Head Urges in Endicott



—Photos by The Binghamton Press.

**U. S. JUNIOR CHAMBER HEADS**—IBM Homestead was the focal point of Junior Chamber of Commerce activities in this country yesterday when state and national leaders convened for an institute on internal affairs. Left to right: Miles Sucher, Pennsylvania president; George Brittain, Ohio president; Selden Waldo national president, and Paul Taber of Ithaca, New York head.

### 10 States Represented as 63 Attend Institute

The U. S. Junior Chamber of Commerce is in an ideal position to contribute to national and international harmony by working ceaselessly for education in democratic deals.

This was the burden of an address by Seldon Waldo of Gainesville, Fla., national chamber president, at an institute which brought representatives from 10 states to IBM Homestead yesterday.

Sixty-three Junior Chamber leaders took part in the institute, which opened Saturday night with a smoker in Hotel Frederick, Endicott. Most of the program was devoted to the group's internal affairs, with emphasis on organization of new units.

Communities in New York, New Jersey, Pennsylvania, Connecticut and Rhode Island were the best represented. Chamber officials said they were disappointed that a larger number of New England communities did not send delegates.

#### Seek More Units

Presidents of several state organizations and regional officers made it clear yesterday that the chamber's No. 1 current objective is a sharp increase in the number of active units. World War II, which took thousands of chamber members out of chamber work, faced the organization with a problem more difficult than any group has ever had to face before, they stressed.

Mr. Waldo's address was the only one touching on broad policies of the organization.

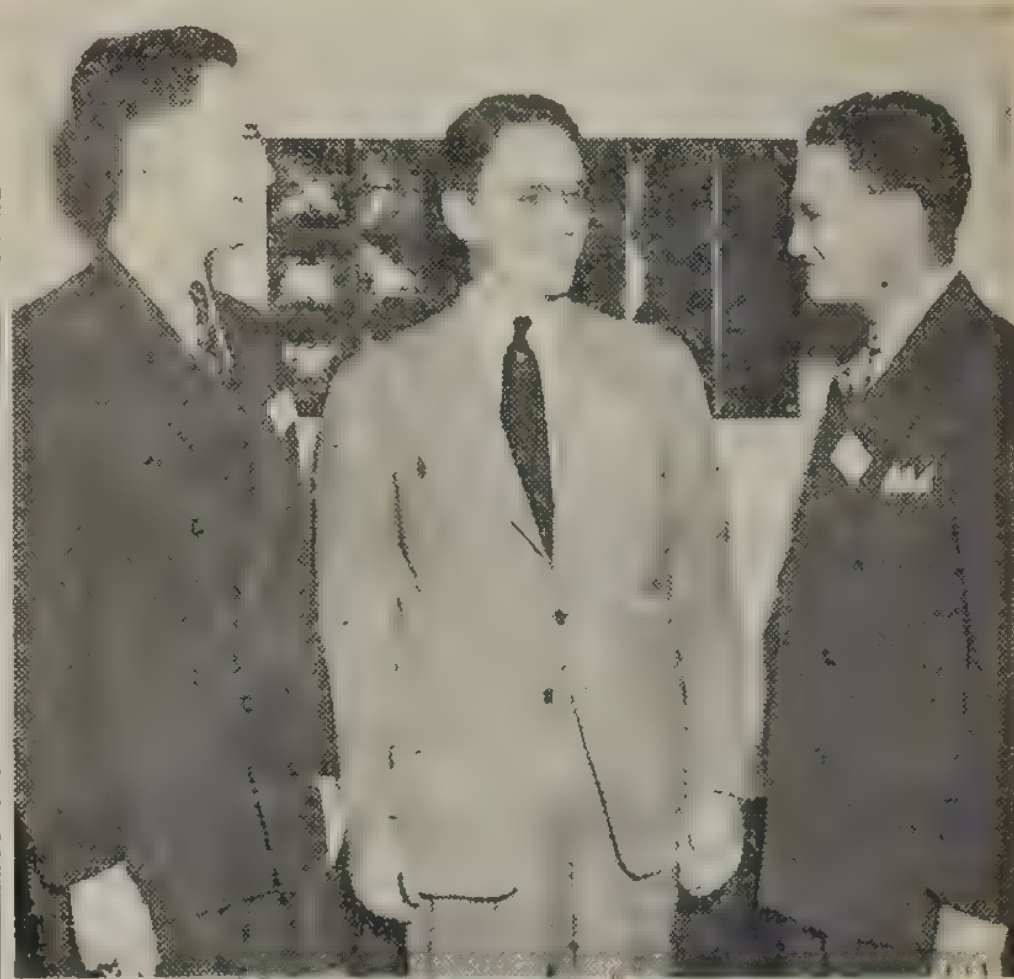
The United Nations, he told the group, is a step in the direction of world unity which could be materially improved by a closer adherence to the structure of the United States.

#### U. S. Good Example

The world need look no further than the structure of the United States, he contended, for a completely workable international organization which protects regional interests without giving them priority over the welfare of the whole group.

The junior chamber, he said, comprises articulate young men of better-than-average education, ideally suited to do a missionary job in favor of world solidarity. He urged community units to work to this end.

Dause L. Bibby, IBM executive assistant, welcomed the delegates. Floyd Stout of Circleville, Ohio, told the group of plans for the national convention next year at Long Beach, Cal., and state presidents discussed local problems.



**TRIPLE CITIES HOSTS**—Binghamton, Johnson City and Endicott units were hosts for the 10-state session, first in the East since the war. Left to right, Everett H. Woodward, Binghamton president; George A. Hauser, Johnson City president, and S. A. Perrone, secretary of the Endicott group.



## ROMANTIC NOTION BRINGS TROUBLE

# Opposites Attract But Usually Make Miserable Mates

By DR. CLIFFORD R. ADAMS

Marriage Counseling Service, Pennsylvania State College

**T**HE problems of marriage counselors would be vastly simplified if our movies, novels and short stories would stop flooding the minds of our youth with unrealistic notions about the importance of romantic love to marriage.

Our young people, many of them, think they are in love (usually they are merely victims of sexually-colored infatuation) and that is all that matters. So they marry and in a few months are sick of the sight of each other.

Another dangerous notion that is widely held by our youth is that "opposites attract." So they are thrilled when they fall in love with someone as different from themselves as possible. They think it is good for an introvert to marry an extrovert, and so on.

## Opposites Make Worst Mates

Actually it is the opposites who make the very worst mates. All our research at Penn State with couples before and after they married shows that it is the people who are alike in temperaments, backgrounds and attitudes who make the happiest marriages.

The basis of our counseling of unmarried couples, in fact, is the matching of a man and girl to see how much alike they are.

Students call our marriage service the "compatibility clinic" because most of our work is in seeing how compatible specific men and girls are to each other.

What about their backgrounds? College graduates should marry college graduates where possible, because we have found that when one party has considerably less formal education than the other the mate with the lesser education usually develops feelings of inferiority, however unwarranted they may be.

## Cinderella Probably Unhappy

Also, it is well if the cultural backgrounds of the couple are roughly the same. The girl working as a store clerk thinks that if Cinderella married a prince, why can't she.

Actually I don't see how Cinderella could have been very happy in any marriage to a prince. She and the prince would have too many private interests and outlooks arising from their different cultures not shared by the other.

Another difficulty often arises when a man and girl of different religions marry each other without considering fully before marriage the problems that will arise from it.

These problems usually center around who'll attend what church, the size of the family and the religion in which the children are to be reared.

## Personalities Shouldn't Clash

The main area in which couples should be compatible, however, is in their personality traits. For ex-

ample:

If the man is an extroverted gadabout the wife should be also, or she will soon find herself moodily sitting home evenings.

If the man is a strong "individualist" who enjoys the idea of being "different" whereas the wife is an agreeable sort who likes to conform to the norms set by society you will again have trouble.

She will be continually distressed by his brusqueness, his argumentativeness and bullheadedness; and he will soon start thinking of her as a tame namby-pamby.

If the man is very broadminded, easy-going sort with few scruples or standards and the wife is the high-minded, idealistic sort, a clash of personalities soon produces trouble.

If the man is thoughtful and the girl frivolous or vice versa, they will soon find that basically they have very few interests in common, and will start going their separate ways.

I say again, opposites may attract, but they usually make miserable mates.

## UNDER GLOVES

# Oiled Gauze Saves Nails

By ALICIA HART

**F**INGERNAILS that wrestle with pots and pans and mops can look as glamorous as the idlest flock if polish is put on after chores are done.

You can keep nails from snapping or peeling, control cuticle and forget what hangnails look like if you'll wear rubber gloves for dishwashing, cotton gloves for dry work.

But before you put on working mitts, do what a glamorous career girl I know does. Required to wrestle with chores in the maidless home, she strips off polish and bandages nails with oil-soaked strips of gauze before donning her mitts. When chores are polished off, she does as much for her nails.

It takes only 10 minutes, she says, to turn drudges into sparklers. New, quick-drying aftercoats will even knock a couple of minutes off that allotted time.

You can keep brown sugar from hardening by placing a small piece of apple with the peeling left on, in the sugar jar.



**CHEESE PINWHEELS—**  
top a vegetable or meat casserole

## Pinwheels

**C**HEESE pinwheels used to top a vegetable or meat casserole eliminate the necessity of serving bread or rolls. They add a distinctly dressed-up touch to a meal.

### Cheese Pinwheels

Two cups sifted flour, 2 teaspoons baking powder,  $\frac{1}{2}$  teaspoon salt,  $\frac{1}{4}$  teaspoon paprika,  $\frac{1}{4}$  cup shortening,  $\frac{2}{3}$  cup bottled milk,  $\frac{1}{2}$  cup grated American cheese.

Sift together flour, baking powder, salt and paprika. Cut in shortening. Add milk and blend lightly with a fork. Turn onto a floured board. Roll out into an oblong shape about 12 inches long and  $\frac{1}{4}$  inch thick. Brush with melted shortening and spread with grated cheese.

Roll lengthwise as tightly as possible, jelly roll fashion, and pinch ends together. Cut into one inch pieces and place cut side down on top of vegetable mixture. Bake in a hot oven (450 degrees) for 15-20 minutes.

### EMPTY MILK BOTTLES

Please return them to your dealer or store or phone 7-3511. (Adv.)

### ROOFS REPAIRED

Immediate Service  
HOME OWNERS  
IMPROVEMENT CO.  
205 State Street  
4-5538 or Endicott 1613



Hundred  
Came  
Week

AN

at the Sensa  
in T

SA  
OR

This entire collection  
\$75,000 worth of Oriental  
Rugs must be sold at a  
fraction of their real worth

FORMER U. S. OFFICIAL



to Newark to catch a plane from there to Florida - he has to give an address there on Mon. evening. Actually he flew all the way up from Florida just to appear at the Jayce Institute & to give his 25 minute address. Then he is flying back to N.Y. on Tue. to address a Jayce group at Plainfield N.Y. & the next day he talks in Conn. - He sure has a rugged schedule. - Bill Brownfield of Ohio also spoke at the luncheon - he gave a short talk in which he presented his Jayce Creed - an excellent idea & very well presented. Right after the luncheon about 2:30 I drove Joe Hanna down town to see the shaker mechanism at the Hobby Shop. I wanted to get Joe's reaction to its possibilities & was much pleased to see him really impressed. He gave me some of his ideas - thought it could well be developed on the basis of a show window advertising item. Joe changed my ideas on it being used along with a juke Box. He pointed out that it would have no application there since it is not the objective to get people to stand around the juke Box. Joe gave me a good idea regarding selling the unit to local merchants on a rental basis - that of selling the idea of a picture to be taken

& published in the paper. — Joe & I hurried  
 back to Homestead for the afternoon session of the  
 Jaycee Institute — a good program — One item  
 on the agenda was a report on plans for the annual  
 conv. at Long Beach next year. — A Round trip to  
 Long Beach by train from Albany \$226.<sup>00</sup>. The  
 boys from Ohio are planning to get a special  
 train to go out from there. The meeting ended  
 at 4:20 — everyone seemed much pleased with  
 the results of the Jaycee Institute. Had a session  
 with Paul Tabor & Bill Stover — Bill is chair-  
 man of the awards committee & wants me to serve  
 as one of the judges. Drove home about 5:00 —  
 after supper I drove down to Hobby Shop — Ray  
 was having trouble with the skater mech. — The  
 coupling on the speed reducer had come loose on  
 the shaft. Ray was busy so I drove on over to  
 Union & stopped in to see Ray Cheney but he &  
 Charlie had gone to the movies. I talked to Dorothy  
 for awhile — she was feeding the baby — little 4 weeks  
 old Ruth — it was the first I had seen her. I  
 had wanted to see Ray about doing some layout  
 work on the miniature high-way. Stopped back to  
 Ray's Hobby Shop — helped Ray take the skater  
 out of one of the windows & repair the coupling.  
 It only took me a few minutes — however I



I had quite a time getting the figures to work right on the glass after the unit was in the window. — I was embarrassed having the difficulty while the window was lined about 2 deep outside with people looking at the outfit. Got home about 8:30 — Della Walker called & asked for any ideas I had on Christmas Card layouts. I got out some of my old Photo Books from the attic. Mother, Mary & I enjoyed the radio programs this evening. To bed 11:15. —

10/21/46

MONDAY:

Partly cloudy & warmer to-day. Got up about 6:45 — Mary drove me down to the office at 8:00 & took Babs & Mary Lou to school. I really had a very busy day — at 8:30 we held our first session of the Manager Training Program — Dan & Bibby & Cy McElwain came over representing top management. I had each of them say a few words to introduce the session & then I turned the session over to Mac Almon who led a discussion on "The Manager - his job and his Qualification" — It was a good session but somehow it didn't move along as well as Mac & I wanted it to — for one

thing Betty & McElwain sort of upset Mac &  
 they didn't help the situation much. We showed  
 a sound slide film entitled "It Takes Time" - This  
 one was well received. The session ended at  
 10:00 - Mac & I got to-gether for a few  
 minutes & exchanged notes on the session - we  
 were sure we could improve on the future ones.  
 At 10:15 I went over to Frank Furman's Office  
 with Ray Jarvis for a meeting on the next  
 meeting of our IBM Study Club. Frank kept  
 us there for an hour covering every detail.  
 I stopped in Ray Cheney's Office it was the  
 first I had seen his new set-up - Ray is  
 sure doing OK. He is actually an Assistant  
 Engineer but doesn't carry that title. I told Ray  
 about the shaker mechanism - also discussed the  
 matter of our working to-gether on the model  
 highway. Ray suggested that we make a plate  
 model of it first so we could work out some  
 of the bugs in our ideas. - Had a chance  
 this noon to exchange verbal reports with Ray  
 Jarvis on our recent trips - Ray told me a  
 little about his visit to the American Institute  
 of Training Directors at Yencastle Pa. Had  
 lunch at the cafeteria about 12:30. - At  
 2:00 we started the 2nd. Group of Managers





*Bill Thompson*  
*London, Ohio*

## *The Jay Cee Creed*

### WE BELIEVE:

That the Brotherhood of Man  
transcends the sovereignty  
of nations,

That economic justice can best  
be won by free men through  
free enterprise,

That government should be of  
laws rather than of men,

That earth's great treasure  
lies in human personality,

And that service to humanity  
is the best work of life.



## EXPLANATION OF THE FIVE POINTS OF THE JAYCEE CREED

(As prepared by William Brownfield, a member of the Columbus organization)

It is our conviction that the Junior Chamber of Commerce should crystalize its beliefs in the areas of international relations, the American economic system, constitutional government, basic value of life, and service to the community; and that these beliefs should be reduced to simple statements of principal and combined into a creed.

The creed is composed of five statements which, though brief, contain the fundamental principles involved in each case.

### THE JAYCEE CREED

#### 1. THAT THE BROTHERHOOD OF MAN TRANSCENDS THE SOVEREIGNTY OF NATIONS,

This deals with the problem of war and peace, which should be close to the hearts of all Jaycees. We state the simple and fundamental belief that the brotherhood of man is greater than the absolute sovereignty of any nation. Sovereignty belongs to the people and it should be allocated by them among the political divisions of the city, the state, the nation, and internationally in proportion to the need at each level in order to serve the people best.

#### 2. THAT ECONOMIC JUSTICE CAN BEST BE WON BY FREE MEN THROUGH FREE ENTERPRISE,

This should find universal acceptance among Jaycees because by its very nature the Junior Chamber could not exist without free enterprise. We should stand upon our faith in the virtue of ambition and initiative and declare our conviction that this system, by which America became great, can bring economic justice to all.

#### 3. THAT GOVERNMENT SHOULD BE OF LAWS RATHER THAN OF MEN,

Here we recognize the historic fact that tyranny goes hand in hand with concentrated power. We state our belief in constitutional government in which the body of law represents the will of the people through their elected representatives, and in which every man is entitled to his day in court.

#### 4. THAT EARTH'S GREAT TREASURE LIES IN HUMAN PERSONALITY,

In this statement we declare our belief in human life as being the most valuable thing on earth and in the rights of men to a better life with a higher standard of living for all people. We believe in the rights of men as against the selfish interests of monopoly and privilege.

#### 5. AND, THAT SERVICE TO HUMANITY IS THE BEST WORK OF LIFE.

In this last principle we state the traditional objective of the Junior Chamber of Commerce, that of helping to promote the welfare of the community and to give ourselves in service to humanity.



in our Training Program. Bert Kintner & Walt Harris were over to represent <sup>the</sup> Management. I had each of them say a few words, - then turned the session over to Wayne - he did a much better job than he did this morning. I guess the pressure wasn't quite so great. I was called out of the session. - Alton was calling from W.H.Q. - Dwayne wanted me to get as many as possible of our Gen. Edu. Students lined up for the Graduation on Nov. 22. He has a big program arranged & is a bit embarrassed about the small number, only 22 customer engineers. We have 8 apprentice & 5 employees from Poughkeepsie who qualify - & probably 3 or 4 from Endicott. Dwayne wants them all to be included. I told Dwayne about my visit to Stinner V.A. Hospital & asked him about furnishing copies of our texts - he asked me to make a report on it & send it down with Edith Dimmitt who is going to N.Y.C. to-night. - Dwayne asked me to plan to attend the next meeting of the Am. Vocational Association which is to be held in St. Louis on Dec. 4, 5, 6 & 7th. - I sure look forward to seeing St. Louis - I have never been there before. - Just after Dwayne

called I got a call from Mike Kane one of  
 the 4 horsemen of T.W.I. He said he had talked  
 with Dr. Orton & had been referred to me on  
 the matter of our company becoming a member of  
 the T.W.I. Foundation. Looks like Orton sat &  
 passed the buck for I had discussed the matter  
 with top management & had returned the file  
 to him. I didn't tell Mr. Kane that but  
 asked him to write me confirming our conversa-  
 tion & I would investigate the matter further.  
 Mac & I got to-gether after the manager session -  
 the session went over better this afternoon than  
 this morning. - Mac reminded me that the  
 Am. Apprenticeship Round Table was Dec. 5th. & 6th.  
 If I go to St. Louis I will have to miss this.  
 Woody - Pres. of the Brg. of C. & C. called this  
 afternoon to tell me McLean had paid  
 \$1000.00 for the Santa Clause they had in their  
 store window last year. Woody had gotten the  
 information for me so I might know what the  
 shaker mechanism might be worth. I got  
 the idea it would be best to have some  
 advertising outfit handle the shaker mechanism  
 for me so I asked whether Woody would  
 be interested & he said he would - I made  
 an appointment to show him the outfit



Wednesday evening. Lynn Seeley stopped in  
 the office about 4:00 - Lynn is allowed to  
 drive his car now. Ray & I had quite a chat  
 with him - he told us that Mr. Watson and  
 Mr. Kirk had arranged for him to take a  
 six weeks vacation in Florida to recuperate.  
 Lynn was just as happy as a big sun-  
 flower over it - I was sure glad for Lynn's  
 sake - apparently the mention we had made,  
 Ray to Mr. Kirk & me to Mr. Watson, about Lynn's  
 operation at the IBM Study Club Meeting had  
 developed into something. Ray & I were  
 both pleased too that we can continue  
 until the end of the term with our present  
 instructors in our Effective Speaking Classes.  
 I had to rush around to get the report  
 out for Alton - Mary stopped by for me  
 at 5:30 - we stopped at the Hobby Shop  
 & I showed Mary the shaver mechanism in  
 the store window. After dinner I stopped back  
 to the Hobby Shop - the shaver mech. was  
 working OK. Stopped over to Triggs Hobby  
 Shop & got the pair of nippers & the Bar-  
 graver track he was holding for me. Geo  
 is still holding a train for me when  
 it comes in. I ~~am~~ saw Albie Thorp



at the shop & learned that Albie is proceeding with four freight cars for my train lay-out. Albie is building 24 cars in all. Got home about 8:30 - Mary had gone to a parent teachers meeting with Virginia Bibby. Mother didn't want to go so she stayed home. Ray called Mother this evening & told her about Eleanor having a bad spell last Saturday. She had some teachers in for dinner & afterward had a bad attack of acute bronchial asma - Mother was quite concerned - Eleanor has to reduce if she is to avoid some real trouble. Mary got home about 9:30. I spent some time this evening practicing the fire underwritten knot for my session with the managers to-morrow To-bed 11:20.

10/22/46 TUESDAY:

Cloudy & cool to-day - got up at 6:45 - Virginia Bibby called & asked me to take Caroline down to the plant or school at 8:00 but I had to be at the plant at 8:00 so I couldn't wait for her. I drove down to the plant at 7:45 - took Babe & Mary Lou to school. At 8:30 Max & I started another group of managers in our Mgr. Trg. Program.

Of McElwain was there representing top management. I led the group in discussion on the topic - "The Manager His Job & His Qualifications". It was the first I had actually acted as an instructor or discussion leader. I really got a kick out of doing it. - Max seemed to think it was a good session - After the session Max & I spent some time with Elmer Brown & Dey Randall on their outline for their session tomorrow. I also saw Ralph La Tourette & Eleanor Irvine on their part in the Mgr. Tr. Program. Geo. Hamer, Pres. of Johnson City J. C. of C., stopped in to see me - we had a good heart to heart discussion on Joyce. At 12:00 I had lunch at the cafeteria - ate with Earl Kampman. At 2:00 another group of managers (Group 4) was started in the Mgr. Tr. Program. Walt Harris & Bert Gintner were there to represent top management. I led the discussion & felt that the response on the part of the group was much better than this morning. Max agreed that it was a good session - in fact Max seemed much pleased that I was helping him with these sessions. I was glad I had taken a hand in the instruction or leader part of the program. It ~~was~~ sure



has helped me in my relations with Max & in fact he seemed quite different, much more cooperative. After the session Max & I spent some time with Cliff Burris on his outline for his part in our Mfg. Try. Program. - I received a call from Jim Birkenstock this afternoon - he wanted to make a change in Kirk's letter which we are sending out to the sales office in our Precision Measurement Texts. I was able to sell him on the idea of our continuing on our present plan and doing it the way we had it set up. - The Mfg. Try. Session sure keeps me tied up - I find it almost impossible to get any time to do the 100 & 1 other things I need to do at the office. Drove home about 5:30 - stopped by the Hobby Shop & found Ray was having trouble with the shater mechanism. After dinner this evening I got out my bag of tricks & had some fun with Barbara & Mary Lou. I get a big kick out of playing with them. Called Ray Cheney & about 8:30 I drove down town to the Hobby Shop & got the magnets from the shater mech. - Took them with me over to Ray Cheneys - Ray helped me rewire the tails on the magnets so as to stiffen them. Ray & I also spent some time discussing the



design of the model highway. We are aware that there are a number of problems to overcome. Stopped back to Hobby shop at 10:00. The magnets worked OK but the arm started slipping on the shafts throwing the neck out of timing. I sure was dissatisfied. Drove on home about 10:30. Wrote a letter to Dad asking he, Betty & Rose to come up next weekend to visit us. To-bed 11:30. —

10/23/46

## WEDNESDAY:

Sunny & mild to-day. Got up at 7:00 - hurried around & at 8:00 drove down to the plant - took Babe & Mary Lou to school - At 8:30 I sat in on the Mfg. Mgmt. session it was the first #2 session - on the five responsibilities of a manager - Employment, Training, Supervising, Promotion & Discharging - Ralph Latometer handled the first & Glenn ~~But~~ Burns the last four points. It was a good session. It was announced in the Banghamton Sun this morning that Lane Babby had been promoted to General Manager of Manufacturing, Engineering & Research at Poughkeepsie. This was a big surprise to all of us. I really hope to see Lane leave Plant #1. I always like to work with him. About

10:30 Mac & I went over to spend some time with Cy Mc Elwain & Bert Gentner on their outline for their session in our Mgr. Trg. Program. Both Mac & I were surprised to learn that Cy & Bert depended so much on us. Actually I had expected them to know what they wanted to do without Mac & I having to tell them.

I saw Blackie & discussed the plan for our next graduation. Went to lunch with Blackie at 12:15 at the cafeteria. We were both conjecturing as to what the new set-up might be here at Endicott what with Bibby going to Poughkeepsie.

About 1:00 I drove over to Hobby Shop & got the shaker mechanism. I have to fix it up some before I put it back in the window. Stopped down to Stickleys on my way back to the Office. At 2:00 we had another Mgr. Trg. session - Eleanor Irvine was leader for the first part & Dey Randall the 2nd. part. Eleanor did a good job but Randall sure made a blob of his part. Dey gets too nervous - I didn't stay for the whole session but Mac did. Mac stopped in the office after the session & we had quite a discussion as to what we should do. I asked Mac to get with Randall & try to help him so he could do a better job. Called Dave Sanford



& covered with him some of the information re-  
 garding the employees from Plant #2 to be  
 honored at our next graduation. - I left at  
 5:00 & drove out to Harper School - got Barbara  
 & drove her home - she had stayed to be Browne  
 Meeting. Mary got a call from Mrs. John Ramsey &  
 learned that Mr. & Mrs. Atkinson & Mr. & Mrs. Ramsey  
 were at Hotel Frederick on their way home from  
 Indiana. Arranged to have them come out for  
 the evening. Drove back to the office about 6:00 -  
 Don Sweet got a call to come right home & had  
 to leave his typing class. I drove Don over to  
 his home - he told me he was quite sure his  
 wife was having a miscarriage. Don sure was  
 excited. At 6:30 I drove Tom Jones out to the  
 Hiawatha Community Home - 10 miles west of Endicott  
 to our Lions Club Meeting. The women of the  
 club put on a swell turkey dinner. We had a  
 full house - about 60 or 70. Tom was the speaker  
 & talked on the subject "Design Through the Ages".  
 I presented Tom & also projected the slides for  
 him with my projector. The room was small  
 & not at all adequate for the job - Tom gave  
 a good talk. - I hurried back after the  
 meeting - dropped Tom in Endicott to get a  
 car for Binghamton. I got some ice cream &



got home about 9:15. Mr & Mrs. Atkinson & Mr. & Mrs. Ramsey were at the house. — I was nice seeing the folks from N.J. I learned they had been out to Indiana where Mr. Atkinson had visited a number of Mr. Watson's farms. He has 22 farms in Indiana & Illinois. Freddie Vorseman is working on one of the farms — a 2200 acre farm. — I showed the folks the slides I took at Bauff & Lake Louise. Also showed some movies. Mary had baked an apple pie this evening so we had apple pie also milk & coffee. The folks left about 11:30 — Mary & Mother washed the dishes & I read the papers. — To-bed 12:30.

10/24/46 THURSDAY:

Sunny & warm to-day. Up at 7:15 had to hurry around to get to work — drove Bob & Mary Lou down to school & got to the office just at 8:00 — sure had to hurry! I discovered when I got the car out that I had left my brief case down to the Hiwatha Community Club House last night. Called Paul Stoope & learned that Herb Greenhut had gotten it. At 8:30 I sat in on a Mgr. Session. Ralph La Tourette & Glenn

Burns were leaders. At 9:00 I drove down to Greenbush store for my brief case. At 10:00 I had Mac bring Glenn & Dey in the office & I had to handle the matter of getting Dey to realize we could not have him continue as a leader in the Mgr. Trg. Program. - I gave him the alternative of working with Mac & improving his presentation or he could drop out as leader if he wished. Dey seemed to realize his shortcomings & was willing to discontinue as leader. I arranged with Glenn to take all of the session. - It was announced to-day that Mr. Watson would talk to all employees to-morrow at 4:30. Of course there was much speculation as to what he would have to say - but the bit me I think was that one roomer had it that ~~he~~ he was going to announce that IBM was purchasing the Arlington Hotel - the answer to this one was that they were getting in to house all the women that were going around. Had lunch at the cafeteria at 12:30. At 2:00 we had another Mgr. Trg. session - I sat in on part of it, then came back to my office & tried to get caught up on some of my other work - About 4:00 I went over to see

Walt Harris with Harold Pithin about the matter of Harold's new manual Approved Practice Manual. Walt agreed with me that there should not be two manuals in the hands of our Dept. Managers. - I spent some time with Steve Kassir on getting lined up programs for our Lion's Club. Bert Kintner called me & was really pretty much disturbed about my action with Randall this morning. I was sure Randall would tell Bert all about it. Bert claimed I handled the matter wrong by having Dey & Glenn in my office at the same time & I admitted my error. Bert seemed to want me to give Randall another chance so I told him I would see him in the morning and insist on his continuing as a leader in our Mgr. Trg. Program. Mary picked me up about 5:15 - drove home - got cleaned up & about 6:30 Mary & I drove up to the Homestead to a Customer Dinner. It was quite a large group since there was also a Customer Engineer Post Graduate group who were also being honored. Bill Davison presided & did a very good job. Bert Kintner was at the dinner so I made it



a point to talk to him afterward & tell him I was sorry that Randall had been hurt by my talk with him & Burns this morning. Mary & I hurried home right after the program so we could get things lined up to head for N.J. to-morrow. Got home about 10:50. Got out some of my things to take with me to-morrow. To-bed 11:15.

10/25/46 FRIDAY:

Partly cloudy & mild to-day. Got up at 7:00 - drove down to work at 8:00 - took Babe & Mary Lou to school & left the car at the Buick Garage to be lubricated. Went right over to see Dey Randall first thing to straighten out the matter which I had gone wrong on yesterday. I told Dey I was sorry & asked him to work with us on continuing as a leader in the Mgr. Trg. Program - told him I had reconsidered the matter & that I thought I hadn't been fair with him. Dey took it very well & seemed willing to come back in the program with us. I had a nice chat with him & felt a lot better about the whole thing after

it was over. Also stopped over to see Bert  
 Gintner & told him what I had done. -  
 Bert gave me another lecture but seemed  
 happy about the outcome of the matter. I  
 of course told Bert what a square fellow  
 Day is which pleased Bert. - I don't  
 know what it is between Bert & Randall  
 but they sure stick to-gether. - I made it  
 a point to see Glenn too & told him  
 of my action in connection with Randall - I  
 didn't give him the whole story however. Saw  
 Ken Spae & got some information on making  
 some 8 m.m. titles. Got back to the office  
 about 10:30 - Got a call from Dave Sanford  
 this morning - I was surprised to learn  
 that I hadn't informed Dave of the increase  
 in our rate to our instructors in the Gen.  
 Edu. Program. Harold Wheeler stopped in  
 to see me about getting <sup>one of</sup> his daughter a  
 job in IBM. At 11:30 I hurried down to the  
 Buick Garage - got the car & drove home -  
 at 12:00 drove Mary down to her art  
 class at Traylor City College. Drove on over  
 to Oliver Hardware Store in Union & returned  
 the blowtorch I had borrowed from Galt  
 Davis. Stopped back to the plant &



had lunch at the cafeteria. At 1:00 I drove back to get Mary at the college - she dropped me off at the office & took the car. I had a busy afternoon getting things finished up for the week. There was quite a little anxiety as to what the broadcast would be at 4:30.

All of our school staff gathered in Room 202 at 4:25 for Mr. Watson message - Blackie had called asking me to read a telegram to Mr. Watson for the Degr. right after the talk. All Degr. heads had been reminded to send telegram. The program started promptly at 4:30 - Mr. Kirk first presented one of the Board of Directors - Mr. Willis H. Booth - he paid tribute to Mr. Watson for his very liberal policy - he had even changed his contract in favor of the company over the 32 years he had been president six times. Also he had accepted no profit on War Contracts for his personal salary. However this ~~money~~ money had been put in a fund called a Watson Fund which now amounts to \$1,367,000.<sup>00</sup> Mr. Watson has further reduced his percentage of the profit to  $\frac{1}{2}$  of 1% for his current salary. The other  $\frac{1}{2}$  of 1% is being placed in the Watson Fund for the general welfare of all



IBM Employees. - Mr. Kirk then presented Mr. Watson - Mr. Watson started out by saying "Here we are again" - he paid tribute to the fine job being done by all employees. Mentioned that there are 193 Service Men to return to IBM yet. We have hired 1259 new veterans since V.O. day. - But the big news was his announcement that all employees with 10 yrs. or more service with IBM would have 3 weeks paid vacation starting in 1947 - also starting next week all hourly employees would receive a 10¢/hr increase in pay. That sure brought a round of applause from everyone. He also mentioned an advance in payment of commissions to salesmen. The broadcast was by telephone from Plant #2 at Poughkeepsie to all plants in the U.S. & to World Headquarters. It was over about 4:50 - I had Don all posted to read a telegram - I guess we were the first one to get a telegram on the wires - I sent the following wire. - "I am overwhelmed by your continued interest in all IBM employees & their families. Your message to-day was heartily received by the employees in my

dept. & they pledge their continued support. - All  
 of the division heads in the Dept. of Edu. sent  
 telegrams. Everyone was delighted, of course, over  
 the announcement. We were welcomed by every-  
 one. Mary was on hand for me at 5:00 so  
 I left right on the dot - hurried home -  
 Mother & Mary had everything packed up ready  
 to leave for N.Y. I had some of my things  
 to get together & then I ate a couple of  
 sandwiches before loading everything in the car.  
 Mary & Mother helped me some - we sure  
 had a full car - Mother had a lot of groceries  
 & gifts she had bought for Christmas. We left  
 about 6:00 for home - Mary, Mother & the  
 girls ate their sandwiches while I drove. We  
 stopped in Clark Summit at our usual stop,  
 the drug store, & got some ice cream - also  
 did some shopping in a store next door. We  
 had some of the road construction over the  
 Coronor - it sure is bad in places. Mary  
 drove from Mt Coronor on home - got in  
 here about 10:30 - Jack & Eleanor were  
 expecting us. I had the car to unload &  
 then we sat around & talked until mid-  
 night. We were all anxious to see how Eleanor  
 was - she looked fat & fine as ever. To bed 12:15.



10/26/46 SATURDAY:

Very rainy & warm this morning. Got up about 8:30 - I had planned to start sinographing the car this morning but it rained most all morning so I had to give up that idea. About 10:00 I had Barbara help me mount some Kodachrome slides - started on the ones Bill Leary had given me of Hawaii. Jack Maxson was going to work on the Maple Lodge sign but it rained him out of that job so he was home most of the morning. Mother had lunch for us about 12:15 - after lunch I got cleaned up & about 2:00 Mary & Eleanor left to drive down to Sonerville to see Aunt Katherine - I had her drive me down to see Dad - we met Dad & Mr. Hummel on their way up town at Clober's so I got out there & they went on. Saw Harry Clober - he is running the stand now since Mr. Clober died. Mr. Hummel get some meat there every week-end. I went along with Dad & Mr. Hummel, they went to about every store in Lebanon doing their weekly shopping. I got quite a kick out of seeing Mr. Hummel stop for groceries. We stopped at the Hotel on



usual for some beer & Mr. Hummel ate his sandwich. Dad wanted to show Mr. Hummel a young bull he is considering buying so Mr. Hummel drove us over to the Kelley Farm. It had cleared up this afternoon & was a beautiful afternoon but was very warm. We found Mr. Kelley home - I had never met him before - he is one of the executives in the General Motors Corp. He went with us over to one of his farms to see the young bulls - they were out to pasture so we had to walk down across a couple of fields. I got some pictures of Dad, Mr. Hummel & Mr. Kelley - I got quite a kick out of Mr. Kelley with his large spring bands in which he had the pictures & registered papers of all his cattle. I thought like he was on a business call instead of in the pasture. Came back to Wayside Farms with Dad & Mr. Hummel - Russ showed me the little 5 cylinder motor he had gotten for the model plane he is building. He started it for me - it sure runs nicely. Dad drove me back up to Mother's about 5:00. Mary & Eleanor didn't get back until about 5:30 - they had a full afternoon of visit -

ing relatives - made several different stops. I got into my old clothes & started building a plate model of the model highway in Jack Mapinus's work shop in Mother's cellar. Jack came down & helped me some - had supper about 6:00 - Jack & Eleanor ate with Mother & the rest of us. After supper Jack & I went back to work in the basement - Jack did some work on a sign he is making & I continued on the plate model - Jack had a bad cold & didn't feel well so he gave up about 8:30 or 9:00. I worked on & about 10:00 I heard the Lebanon Fire Dept. siren start howling - we all ran out on the porch & could see the fire down below Lebanon - Mary, Eleanor & I jumped in the car & drove down - Jack was in the bath tub & could not go with us. We found it was Sanford Ramsey's barn - the Lebanon Fire Dept. really had a job. I took my Lucia with me & got a couple of pictures. It was amazing to me - the way the barn kept on burning even with all the water they poured on it. They were able to confine the fire to the one barn but it burned all the way down. Jack finally



got down there & by coincidence we ran into him in the crowd. Came back to the home, cleaned up a bit & then about 11:00 Jack & Eleanor went with Mary & I down to Old Timbers. We had some eats & drinks - watched some of the younger set enjoying themselves. Got back home about 12:30 - did some writing & to bed 1:00.

10/27/46 SUNDAY:

Hazy but very warm to-day - unusual weather for this time of the year. Got up at 8:30. After breakfast I set up my equipment & shot some titles with my movie camera. Mary took the children to Sunday School - also stopped up for little Billie. When she brought the children home at 11:00 I was ready & we drove down to see Dad, Betty & Gus - Gus tried to start his new 5 cylinder model airplane motor but couldn't get it going. I took some pictures of him anyway - both movie & still. Bob & Mary Lou had some fun running around the place. I took a couple pictures of Dad with his shot gun. Mary & I arranged with Dad, Betty & Gus to come up to visit us next weekend at Endicott. I tried to talk Dad into coming up Friday Evening but he &



also Betty & Gus prefer coming up early Saturday morning. I drove back to Mother's about 12:15 - she had dinner ready for us. Jack & Eleanor ate with us so we all ate together. Hurried around after dinner & got packed up to head for Endicott - took some pictures before we left at 1:30. Due to the bad road where the construction is being made in the Pocomoc we decided to go back by the way of Milford. Stopped in at Dad's & got a basket of apples & said good-bye. I cleaned up this afternoon & saw a beautiful drive coming back. With the warm weather & late fall the leaves are still gorgeous. We drove around by the way of Franklin to see the Durrin's - we hadn't seen them for about 2 years. Had a real shock when we stopped at the home where they had lived. A Mr. Peabie lives there now & he told us that Willard died of a heart attack late February and that Dotie is living with her folks now & has gone back to teaching school. I had Mr. Peabie come out to the car so Mary could hear what he had to say. We were all surprised. - Came home by the way of Milford & then crossed over the little

toll bridge at Lepenwaken to Route 97. -  
 got into Handwich about 5:40 & stopped  
 there for some ice cream. Mary drove from there  
 on home - got home about 7:00 - I was sur-  
 prised at the distance - it was 191 miles  
 the way we had come - almost 50 miles far-  
 ther than by the way of Scranton. I had no  
 idea it was that much farther. Had a busy  
 evening helping Mary get everything settled. I had  
 a movie film I had taken with Ralph Walker come  
 back so I set up the projector & showed it to the  
 folks - then Mary Lou & Babe wanted another film  
 so I obliged them. Tom Jones called to inquire  
 about the program for to-morrow night. I called  
 Glenn Hutchinson & learned his friend from Chis  
 had arrived & will speak to our Bethel Brotherhood.  
 Listened to the radio - wrote a letter to the  
 Misses Howells at England & sent them  
 some of the pictures I had taken when they  
 visited us. To-bed 11:00.

10/28/46 MONDAY:

Dull & warm to-day - got up at 7:00,  
 Mary rode down to plant with me at 8:00, we  
 took Babe & Mary Lou to school. At 8:30 I  
 sat in on a Mgr. Tg. session - Ralph La Tourette



led the group in a discussion on Personnel Procedures. & did a very good job. - Wrote to Dave Sanford asking him to attend the American Apprenticeship Round Table meeting in N.Y.C. on Dec. 5th & 6th. in my place. - Blackie got a call from Orion all the way from Los Angeles this morning - he called me & asked Bill Robinson's full name - W.C. Robinson - saw Blackie later & learned that Orion thought he had seen Bill in a hotel in Los Angeles. At 10:30 we started another group in our Ygs. Trg. Program - I had Cy McElwain & Wally Harris over to represent top management and had them say a few words. Wac led the group discussion on the topic "The Ygs. his job & his Qualifications" Had lunch at the cafeteria & then walked down to the Post Office to mail the film of titles I had taken this weekend - also stopped at Stickleys for some new film. Heard this noon that Paul Marini had been promoted to Asst. to Bill Lewis. He will be taking Geo. Green's place. Geo. is retiring. I saw Paul this noon & congratulated him. At 2:00 I sat in on another Ygs. Trg. Session - Ralph LaFayette was the leader - it was a good session. Mary called about 4:00 & said she had 2 plates



This afternoon. She had put the spare on the car & it had blown with a terrible bang in the heart of Johnson City. She had John Smith come over & fix it. She picked me up at 5:15 - stopped over to John's to see the tire. It was the recap I had gotten from Lloyd Albaugh for \$12.00 - only had it on the car once before. It was sure a lemon. - Had supper with the folks & then at 6:30 I drove back to the office. At 7:00 P.M. I started our first 2nd. shift group of Managers in our Mgr. Prog. Program. Homer Bookstaver & Bert Gintner represented top management & I called on them to say a few words. I left at 7:45 & drove over to the Church for our Bethel Brotherhood meeting. There were only about 20 out to the meeting. Walt Harris was there for the first time. Glen Hutchinson had his friend Dr. Mitchell with him & he spoke to us about some of his experiences as a Missionary in China for 4 yrs. He was very interesting. Had some refreshments after the formal part of the meeting. Got home about 9:30 & finished photographing the titles for the Triple S movie. Read the papers & To-bed 11:15.

10/29/46 TUESDAY:

Partly cloudy & very warm again to-day. Up at 7:00 - drove down to plant at 8:00 took Babe & Mary Lou to school. Left my car at the Buick garage to have the generator fixed & the squeek taken out of the motor. Eddie agreed with me that the fan belt was squeeking. At 8:30 we had another Mgr. Trg. session - I let Mgr sit in on it. At 10:00 Cliff Buerin stopped in the office. Mgr & I spent some time with him outlining his material for the Mgr. Trg. session. At 11:30 I walked down to the Buick garage to get my car. I discovered the rocker arms on the motor were not getting oil & were therefore squeeking. Eddie hadn't discovered it so he put a man right on the job to clean out the oil line - it took him some time so I had Eddie loan me a car to drive up to the house - a packard he had at the garage - I believe it was Bert Gintner's old packard. I found out later it was Bert's old car. Mary had gone back to bed & was still sleeping - all the doors were locked & I thought at first she was gone away. Had lunch with Mary & then drove back to the office at 12:30 - took my projector with me & showed the movie I



Took of the Christmas Party we had at the school last year. I showed it 3 times so different ones could see it - they all got a kick out of the pictures. About 1:15 I drove back to the house & got the tittles I had made for last years film of our Christmas Party (1944). Stopped by the 1st Presbyterian Church & got a picture of the church to add to the film. Took the packard back to the garage - Eddie showed me the trouble they were having with my buick - the oil passages in the whole rocker shaft & arm were badly plugged with sludge. Eddie even thought it might be necessary to take it off. It seem the detergent oil I have been using had loosened up a lot of the sludge & had really caused some trouble for me. I had them take off the pan under the crank case & clean it all out to get rid of some of the sludge. At 2:00 we had another Mgr. try. session. I had Mac sit in on it. Bob Menden, Don Sweet & Ray Jarvis gave me some help on wording some tittles for the movie of the Christmas Party. I called Paul Falt this afternoon to ask him about going to Poughkeepsie on the 18th. of Nov. At 5:00 I walked down to the Buick garage - they had some trouble with getting the pan back on the motor -- gee I sure was disgusted!



Got the slip from Eddie & it was for another  
 \$20.<sup>00</sup>. About \$10.<sup>00</sup> for labor on cleaning out the  
 sludge. Mary & I both have gotten plenty fed-  
 up with the money we are spending on the car.  
 Mary even wants me to trade it in on a new  
 Chevy & damn if I'm not beginning to con-  
 sider it seriously. While I was waiting for my  
 car I went in the office with Claude Furdie  
 & inquired as to the possibility of getting a new  
 Buick & what kind of a deal he would give me.  
 He said he thought he might get a car for  
 me between now & the first of the year but didn't  
 advise my getting a car at this time since  
 after the first of the year there will be a new  
 model & I might as well wait until then. He  
 said he could give me \$952.<sup>00</sup> for my car & the  
 new Super Buick I want, a two door sedanette  
 would cost me \$805.<sup>00</sup> so in would mean  
 \$853.<sup>00</sup> & my car for a new Buick. That  
 seems like a lot of money. I got home  
 at 5:30 - had dinner with the family &  
 then drove back to the plant at 6:30. At  
 7:00 I started the 2nd. & last group of  
 second shift managers in our Mfg. Trg. Program.  
 Cy McElwain & Homer Bookstaver were there  
 to represent top management. I let McE have

The night off & I served as discussion leader for the group. Had a good session - it was over at 8:30. Stopped at Hobby Store on my way home. Heard the Jr. Chamber program on WNBC - Ron Frey was moderator and had Paul Marini, Clay Michelschke & Harry Statten asking & answering questions on the subject of Community Planning. Home about 9:00 - Mary had gone to the movies with Virginia Bibby. I set up my titles & shot the titles Don had typed for me this evening for the Xmas Film. Mary got home about 10:30. To-bed 11:15. -

10/30/46

WEDNESDAY:

Partly cloudy & cool to day - up at 7:00 - finished up the movie film. - took a few pictures of Babe & Mary Lou leaving for school. Took Babe & Mary Lou to school. Stopped at the post office & mailed the film - got to the plant about 8:10. Went right over to Cy McElwain's office to remind him again that either he or Bert Gentner were to be the leader in the Mgr. Trg. Program at 8:30. I was surprised to learn that Cy wouldn't be in until late & that Bert had gone home sick yesterday & hadn't come in. That sure left Mar & I in a spot.



We had no leader - & of all things - our  
 top management let us down. It was fortunate  
 for us that Homer Bookstaver came in to sit in  
 on Cy's session so he would be better prepared  
 for his session with the 2nd shift groups. Homer  
 agreed to take over as leader so he helped us  
 out of the hole. It was only a fair session -  
 Homer did a good job considering he wasn't  
 prepared. I called on Mae to help on the  
 black board work. - Had another Mgs. try-  
 session at 10:30 but I let Mae sit in on  
 it. I called Cy McElwain - he was up to  
 the Sheltered Work shop in Binghamton - he was  
 there on a visit - he admitted he had forgotten  
 about the Mgs. try. session at 8:30 & was very  
 apologetic about it. - Walt Crotley told me  
 to-day that he has been asked by Mrs. Watson  
 to visit on office on the west coast with Vice  
 President Douglas for 5 weeks. Walt also told  
 me that at the Board of Directors meeting at  
 W. H. Q. yesterday young T. J. Watson was elected  
 to the Board. It was announced in the local  
 papers to-night. - Had lunch at the  
 cafeteria about 11:30 - ate with Ray & Bob  
 and Bob Landon - Landon told us  
 about the plans they are making at



Poughkeepsie for the visit this weekend by the delegates to the United Nations Organization Meeting in N.Y.C. They are all visiting Plant #2 on Sunday. I received a call from Bill Lewis from Plant #2 this noon, he asked what I had done about starting a Manager Training Program at Poughkeepsie. I explained I had planned to start one after we had the program well under way & that I was planning to go to Pk. on the 18th. of Nov. Bill thought that was too long to wait & asked me to start it sooner. — I plan to go to Pk. next Tuesday. — Bert Gentner came over at 2.00 & led the Mgr. Trg. Program — the topic — "The Manager's Responsibility to Management". Bert did a good job — I had a terrible headache all afternoon. — Saw John Barton & invited him to sit in on any of the Mgr. Trg. sessions. There was a General Mgr. Meeting at 4.30 — I asked Mac to sit in on it for me — I learned later that Cy McElwain had discussed the new rate structure with the managers since the announcement by M. Watson of last Friday of the 10¢/hr. increase. Cy also announced the promotion of Jim Cahill to Mgr. of Methods Analysis Dept. & Carol Lynch as his assistant. Jim is taking over the job Homer Bookstaver left when

He was made Asst. Superintendent. Mac & I called  
 Dave Sanford about 4:00 - I told Dave about  
 my coming down to Pk. next Tuesday. - At  
 4:45 I drove out to Hopper school & got Barbara,  
 she had stayed to the Brownie Club & they  
 had a Holsean Party. At 5:00 I drove back to the  
 Church & got Mary Lou & Caroline and Martha Bibby.  
 They were all in costume & had attended a Holsean  
 Party. - They sure looked cute - drove the Bibby  
 girls home on my way home. About 6:00 I drove  
 back to the office & at 6:30 I drove down to  
 the Hotel to our Lion's Club Meeting. We honored  
 the Draft Board #450, Mr. James Sweet, Dave  
 Lewis, Fred Rider and their chief clerk Lee Homin.  
 County Judge Dan Mc Awoy was the speaker. Each  
 of the three members of the Draft Board were presented  
 a Certificate of Merit by our Lion's Club. Pres. Ben  
 Hansen was absent so Vice Pres. Morris Power pre-  
 sided. It was a very good meeting - I wish we  
 could have more like it. At 8:00 I drove over  
 to Binghamton to the Elks Club to attend the  
 Jr. Chamber Smoker. The Bing. Jr. C. of C. had in-  
 vited the members of all Jr. & Sr. Chambers of the  
 Triple Cities. There were about 250 out to the  
 meeting. The feature of the evening was an  
 address by Selden Waldo on U. S. Jr. C. of C.



President. Selden gave an excellent talk on young men's responsibilities to his community, state, nation & the world. Saw Selden for a few minutes after the meeting. The entertainment was the 4 Sharps & a Barber shop Quartet & the Country Store artists from WINR. - I spoke to them after the show with reference to appearing on the program for one of our Lion's Club Meetings. It was an excellent program. I sat with Hugh Smith at the meeting. Had refreshments after the program - beer & pretzels. I drove home about 10:30. Mary had gone to bed. It had been so hot to-day that it was more like summer than fall - 78°. Mary had the heat turned all the way down but with the stoker turned on & running ever so often the heat in the house was terrific. I went down & shut the furnace off. To-bed 11:15.

10/31/46 THURSDAY:

Cloudy & windy to-day. Got up at 7:00. At 8:00 I drove down to the office - took Babs & Mary Lou to school. - Both Cy McElwain & Ben Gintner were over at 8:30 for the Mgr. Trg. Session. Cy led the group on a discussion of the Manager Responsibility to Management. He did a good job but did too much of the talking.



- he would answer all questions himself instead of throwing the question back to the group. I mentioned it to him after the session & he agreed it would be better to ask the group for their opinion. I hope he remembers it for his next session. Mac sat in on the session at 10:30. I drove home at 11:30 - had lunch with Mary & got my lights down off the attic to be ready to take the pictures I wanted to take this afternoon. It had gotten quite a bit colder so I started the furnace again. Drove down town about 1:00 - stopped by the office & got my check - went to the bank - did some shopping & returned to the office about 1:30. At 2:00 I had Mac sit in on the Mfg. Trg. session - Bert Kintner was on hand as the discussion leader. Called Dean Battle & arranged to see him to-morrow. At 3:30 I hurried home & went to work on the pumpkin. Mary had called Virginia and asked Caroline & Martha over & then Eddie De Venti came over so I had my hands full. I took both black & white & color pictures of the group of children around the pumpkin. I had a lot of fun making a jack-o-lantern out of the pumpkin. Mary got pretty well disgusted with the mess we made in the kitchen. I helped her get supper & afterward

helped her with the dishes. After supper we put  
 the jack-o-lantern in the window & all went out-  
 side to take a look at it - it sure was a honey!  
 About 6:15 Mary drove me down to the plant  
 & then drove Bob & Mary Lou on over town to  
 take part in the Jr. Chamber Halloween Parade.  
 I stopped in The Hardware Store on Mc Kinley  
 Ave & did some shopping - walked on over to  
 the school. At 7:15 I sat in on a Mgr. Trg.  
 Session for the 2nd. Shift Managers. Eleanor  
 Irvine led the group in a discussion on em-  
 ploying and Clyde Laramie led the group in a  
 discussion on Training, Supervising, Promoting & Discharging.  
 It was a very good session - one of the best we  
 have had. Mary stopped by for me about 9:00 -  
 she had Bob & Mary Lou with her - They had  
 enjoyed the Halloween Party & Parade. Read  
 the paper - did some writing & To-bed 11:00.

NOVEMBER 1946

71

11/1/46 FRIDAY:

Cloudy & cooler to-day - it really turned a lot colder in the night. I slept late this morning - got up at 8:00 had to hurry around as Mary had to be in Birmingham at 8:45 for a beauty appointment. Didn't have time to get any breakfast. She drove me down to the office about 8:20. I called Geo. W. Johnson's office & got an appointment to see him at 9:30 - Al Templeman had written me asking me to get a Judge for our N.Y. State Jr. C. & C. Distinguished Service Award Contest from this area & I had thought of Mr. Johnson - I called Paul Spanier & he agreed with me. Walked over to Mr. Johnson's office at 9:15 - stopped at a little restaurant on North Street & had some breakfast on my way over. I was pleased to find Mr. Johnson receptive to the idea of being a Judge for our Jr. Chamber Distinguished Service Award and he accepted my invitation. - I got quite a kick out the set-up in his office - I had never seen it before. He has an old roll top desk much the same as the one Dad used to have & that Mother had found out years ago. And his guest chair is an



old style Rocker of the vintage of 1900 - it  
 sure is way behind the times. However per-  
 haps the Johnson have a good reason for not  
 trying to be at all high hat - They have a  
 some what different class of employees to work  
 with than we had in IBM. Stopped over town  
 on my way back to the office & got a hair cut.  
 Got back to the office about 11:00. Went over to  
 see Bruce Bucklen - he had been in N.Y.C. all  
 week. Told me of a new device he had seen at  
 W.H.Q. An English inventor is trying to sell it to  
 IBM. It is a means of automatically changing frames  
 on a sound slide film from the record. Stopped  
 over to see Mac & gave him a report on the  
 Mgr. Jy. Kinnion I sat in on last night.  
 Had lunch at the cafeteria about 12:00 - ate  
 with Eddie Davies. About 2:00 Ray drove me  
 over to Triple Cities College - I had an appoint-  
 ment to see Dean Bartle. - I found  
 him in high spirits - he was all pepped up  
 about his trip to Italy - he leaves next  
 Wednesday to fly to Italy & will be gone  
 for 3 weeks. He is being sent over there by  
 the state dept. for consultation with other  
 experts <sup>in</sup> geology - Dean Bartle was for  
 20 years active in this field & is still

considered as one of our Nation's experts. He sure was most friendly & cordial to me - asked me to call him Glenn - he took me for a tour of their temporary buildings & showed me the classes that were in session. We got quite a kick out of some of the temporary set-ups. Until they get their heating plant finished they have a pot-bellied stove in each room. In one room a painter was working while a class was being conducted. Had about an hour session with Glenn, he even got out his confidential file on his faculty & showed it to me - it had all the salaries listed so I had a chance to see just what each one is being paid - Dean Battle is the highest of course - his salary is 7000.<sup>00</sup> - The next highest one is Ben Dyson & his is \$4200.<sup>00</sup> The members of the faculty get from \$2400.<sup>00</sup> to 4000.<sup>00</sup> - only two or three of them get \$4000.<sup>00</sup>. - Glenn was interested in working with me on our requirements for some engineering courses for our engineers. He told me of his plans to have a social evening arranged for our joint faculty - I suggested it be a Christmas Party & he liked that idea. Saw Ben for a few minutes before I left - he was interested in



Knowing what Mary thought of her art course  
 but I didn't say much about it. Ben is  
 also quite nipped up about the prospect of  
 a college site up near the IBM Country  
 Club - he is thinking of buying a lot up near  
 where we live. Wanted to know whether we are  
 above the morning foggy. I walked back to the  
 office about 3:30 - stopped in a couple of stores on  
 the Avenue to look at mantle clock - saw Chet  
 Taylor in Henry's he is assistant manager of the  
 store. Got back to the office about 3:45 - at  
 4:00 Richard Schuster, Vice Principle at Central  
 High School in Binghamton stopped in to see  
 me - he had called for an appointment - as  
 I expected he is interested in getting a job  
 with IBM - another school man who has  
 caught on to the trend - I didn't give  
 him any encouragement - talked for about a  
 half hour & then sent him over to see  
 Ralph LaFayette. Al Boon stopped over  
 to go over his outline with me for the Mgr.  
 Trg. Session he had done a good job on it.  
 He is the division fire prevention. He showed  
 me the reports he keeps on all fires on  
 IBM Property. I saw the report on the  
 barn fire, the IBM Barn - a \$13,000.00



loss. At 5:00 Mary picked me up - she had been over town shopping & Mary Lou had seen a doll carriage in McLean's that she liked so we drove back over town - Mary wanted me to see it. We paid a deposit on it & had them hold it for Christmas. Stopped over to Bill Dawson & got a couple of developing tanks. Helped Mary some with supper & after supper I helped give Babs & Mary Lou baths before they went to bed. About 8:00 I got set up to develop films. Spent all evening getting caught up with my developing. I developed 5 - 35 m.m. films & one lantern. Finished about 10:30 & then read the newspaper. To bed 11:15.

11/2/46 SATURDAY:

Partly cloudy & warm to-day - it is amazing how this warm weather continues. Got up at 6:45 as I had a lot of work to do before Dad, Betty & Gus arrived from N.J. I cut up the films I had developed last night & put them away before breakfast. Helped Mary with the dishes after breakfast & then I washed the car - also polished a part of it.

About 9:30 I cleaned up a bit & drove over  
 to Billy's - Virginia had told Mary she  
 could have 5 bottles of Karo Syrup out of the  
 case she had gotten from the Homestead.  
 I got the 5 bottles from Virginia & laid them  
 on the floor of the car after testing each cap to  
 be sure they wouldn't leak any. I drove right  
 back home with them & was sure surprised  
 when I stopped to find that one bottle had  
 broken & I had Karo Syrup all over one side of  
 the car - under the door & over the running board.  
 It sure was a mess - had to get a bit  
 of old cloth to clean it up. I drove down town  
 to get some eggs & ice cream for Mary.  
 Got back home as soon as I could as I ex-  
 pected Dad, Betty & Russ about 10:30 - I  
 started cleaning out the garage & sure  
 enough just at 10:30 they drove in with  
 the new Chevy. They left home at 6:45  
 & got here 10:30 - not bad time. It sure  
 seemed good to have company from N.S.  
 Spent the rest of the morning talking to the  
 folks. Russ helped me get the double turn-  
 table outfit down off the attic - he had never  
 seen it before. Mary had a small dinner  
 for us - a leg of lamb. Had dinner



at 12:00. After dinner Dad, Run & I went out to the garage & we arranged things so Run could get the Chevy in to-night. Babe & Mary Lou came out & we all watched them play - it was just like a summer day. About 2:30 we all drove down town - took Mary Lou to a birthday party on Stock Ave. in Endwell. Run let me drive the Chevy - it was a full car with Betty, Mary, Dad, Run, Barbara & me. I drove around to show Run the town - it had been 5 years since he had been in Endicott. We drove down to the air port - stopped on way home & got some cider & chest-nuts. Got home about 4:30 - Mary liked the Chevy very much - she kept talking up the idea of our getting one - it drove very nice but it is far from being like a Buick. About 5:00 Run & I went down to Endwell & stopped for Mary Lou. I let Run drive the Buick - ~~Betty~~ Mary Lou wasn't ready so we drove on down town - stopped at the Hobby Store - introduced Run to Ray. Ray was interested in Run's 5 cylinder model airplane engine. Got some ice cream & stopped back for Mary Lou. Got home about 6:00. Mary had supper ready - I helped her with the dishes after supper.



Rum helped me set up the double turn table outfit & I played some records along with the movies I showed. Babe & Mary Lou stayed up to see the movies. I showed a number of my old films - all of those taken during 1942-'43 & '44 Rum had never seen so most of the films were new to Rum. I also showed a lot of my color slides - it was a evening of pictures - Dad, Rum & Betty seemed to enjoy them a lot. I boiled the chestnuts - Dad & I were the only ones who enjoyed them. We had chestnuts & cider - quite a combination. I got out my bag of tricks for Rum & Betty. We spent some time working some of the juggles. To-bed 11:00.

11/3/46 SUNDAY:

Clear & warm to-day - a beautiful day. Got up at 7:00 - helped Mary get breakfast - Dad, Betty & Rum got up about 8:00 for breakfast. At 9:30 Dad went with me when I took the girls to Sunday School - we stopped over & got the Bibby Girls - Mr. Wagner one of the maids at Bibby's rode down town with us. Dad & I drove on over to Union to see Lee Loomis - Dad hadn't met

Lee before. Lee brought out a little fawn  
 & a skunk he had mounted. The fawn was  
 a little uniform thing that Lee took from a deer  
 that had been killed by an auto. I took a  
 color picture of the fawn & also the skunk.  
 I took Dad for a little ride out thru the  
 country & got back to the Church about 10:30.  
 Had to wait about 15 min. for the girls. Had  
 a chance to introduce Dad to Rev. Banks,  
 Ben Myers & Dick Riddle and his wife. I  
 hadn't met Dick's wife before. The kids raised  
 heck in the car on the way home - Caroline  
 Bibby sure is a little Devil. Took some  
 colored pictures of Russ & Betty with their  
 new Chevy also a couple of Dad. Dinner at  
 12:00 - after dinner Russ & I took a ride in  
 the Buick - Russ tried to help me locate a  
 riddle I had in the trunk. Showed Russ  
 all the drives thru the IBM Park - he  
 had never seen it before. Got back to  
 the house about 2:00. Dad, Betty & Russ  
 left for home about 2:15. It was a  
 beautiful afternoon. After the folks left I  
 helped Mary with the dishes. Lee Zoomin  
 called & I arranged to meet him to take  
 some pictures. About 3:00 I drove Mary



and the girls down to Walther's & then drove  
 on over to Lee Loomis'. Lee took some of his  
 mounted birds & we drove out a few miles in  
 the country & took some pictures of the birds in a  
 natural setting. Took picture of ~~the~~ a Bluejay,  
 Albino Robin, Partridge & Grouse. The sun  
 was just right & it was a perfect set-up  
 to take color pictures. Came back to Lee's  
 home & he showed me some of the color  
 slides he had taken. Lee has some very  
 unusual pictures - I got four to be duplicated.  
 Got back to Walther's about 4:30 - Mabel &  
 Peg Jennings were there with little Tim. Della  
 was interested in my taking some pictures  
 for their Xmas Card. Drove home about 5:00 -  
 I helped Mary with supper & after supper I  
 washed the dishes. Then we cut up a part of  
 the big pumpkin, from which I had made the  
 Jack-O-Lantern, - for pumpkin pie. I also  
 helped Mary grade the cooked pumpkin - It  
 was the first we had ever made Pumpkin Pie  
 so we didn't know just how to go about it.  
 Mary put the cooked pumpkin in cans. I  
 spent most of the evening dating the films I  
 developed Fri. Night. Mary told me to-night  
 that she thought I spent entirely too much



Time writing my diary - I agree with her, but somehow I just can't get myself to drop it. I should however condense it a lot.  
To-bed 11:00.

11/4/46

MONDAY:

Cloudy & rainy to-day and colder. Got up at 7:00 - Mary drove me down to the plant at 8:00, took Babe & Mary Lou to school - At 8:30 Mac & I sat in on the Mfg. Trg. Program - Al Gorn & Cliff Burris were leaders for the session. It was their first session - both did a good job. At 10:30 Mac sat in on another Mfg. Trg. session. I sat in on Paul Roberts first session with a group of managers on his Quality Control Trg. Program. Worked some with Ray Jawer on plans for our faculty meeting to-night. At 11:30 I had lunch at the cafeteria with Ray & Bob. - At 2:00 I sat in a Mfg. Trg. session - Al Gorn & Cliff Burris were the leaders. I talked with Blackie this afternoon - he was in Poughkeepsie last week helping with the arrangements for the visit by the U. N. Delegation on Sunday. Blackie said Mr. Watson was very much pleased with the party -

I tried to see Betty & Lewis to-day about  
 starting the Mgr. Trg. Program at Poughkeepsie,  
 but they were both in N.Y. City. Mary stopped  
 by for me at 4:45 & drove me home. I  
 read my mail cleaned up a bit - had a  
 piece of Mary's first pumpkin pie - it was  
 very much a success. At 6:20 drove back  
 to the Office. Ray introduced me to Dr.  
 Dublin who teaches math. for us from the  
Register Cities College. At 7:00 we had a faculty  
 dinner in the Cafeteria - Lynn Seely came  
 in & joined us - it was his first school  
 function since his operation. We had a swell  
 steak dinner - however they were very slow  
 in serving us. It was 8:30 by the time  
 we got back into Room 206 for our business  
 meeting. - Ray had a picture taken of our  
 faculty first - he then introduced each  
 member & told the subject he or she taught.  
 He then introduced me & I gave a short  
 talk, charging the faculty with their responsi-  
 bilities as instructors. Ben B. Bell also spoke,  
 explaining the service of our Dept. of Edu.  
 Library. - Then Ray conducted a real work  
 session going over all of the instruction sheets  
 in the Instructor's Manual. Ray got



pretty tough on the folks - the one criticism I had of the whole affair was that it seemed to me that there is not enough personal contact between Ray & the members of the family. The meeting was over about 10:15 - I was glad to have this opportunity to get better acquainted with the family. I stopped over to Ben Moore on my way home & left some pictures of Mr. Watson for Dean Bartle. Got home about 10:45, Mary had gone to bed - I went right to bed 11:00

11/5/46

TUESDAY:

A beautiful day but windy & much colder - it was down to about 35° this morning. Some contrast to the 65 to 70° weather we have been having. Got up at 7:00 - packed - had breakfast & was on my way for Poughkeepsie at 8:00. I stopped by Russ Tutthill's home in Binghamton & left 3 of Lee Loomis slides to be duplicated & two slides to be printed - one for Dad & one for Betty. It was a beautiful drive coming down to Poughkeepsie. I made good time, listened to the radio & enjoyed the ride - pulled in at The Nelson Home about 11:35. Met Stan Mallory ~~at the~~ in the Lobby



& he invited me to attend the Kiwanis Meeting  
 at 12:15. I checked in & then called Dave at  
 the plant. He had Mr. Lammiman with him,  
 the man from the De Vilbiss Paint Spray Co. &  
 brought him up to the Kiwanis meeting as his  
 guest. While I was waiting for Dave - I saw  
 Skip Crower in the lobby. I spoke to him & I  
 think he didn't know me at first. Enjoyed  
 the Kiwanis Luncheon - Drove down to the  
 plant about 1:45. Called Payson Hunter at  
 W.H.P. & was surprised to learn that he had  
 decided not to have an exhibit at the American  
 Vocational Assoc. Conv. in St. Louis. He is  
 contacting Olson to learn further of his wishes  
 on the matter. Dave was tied up with Mrs.  
 Lammiman most of the afternoon getting him  
 lined up for his room with the spray booth  
 men. I drove down to the lower building & spent  
 most of the afternoon with Arnold Koyser - congrat-  
 ulated Arnold on his new assignment as Chief  
 Instructor of Apprentice Training at Plant #2. -  
 Arnold is doing a good job. Most of the  
 apprentice left at 2:42 to take advantage of  
 the full 2 hours that the company gave all  
 employees to vote. There were only 3 fellows who  
 stayed. Dave stopped down & we looked

over some of the facilities, We need a better classroom & a good locker room for the boys. I tried to see Bill Hain & Bibby but they were both in N.Y.C. to-day. I learned from Dave that Walt Hiler had resigned & had been made Vice Pres. of Frederick Hart Co in Poughkeepsie - a subsidiary of American Type Founders. At 5:00 I stopped over to see Mr. & Mrs. Atkinson on my way up town - they weren't home. Drove on up town & did some shopping. Found two stores that had the type of Lionel Electric Train I want - it should soon be available in Endicott. Drove down to Talbot's for a seafood dinner but they weren't open. Had dinner at Smith Bros. Restaurant and at 7:00 walked over to the class room - sat in on Bill Halloway's class in Manufacturing Control. Dave & Will are not satisfied with the job Bill is doing so I was anxious to see at first hand how he conducted the class. I believe Bill could do a better job - he really doesn't prepare for his class. Came out of the class about 7:30 - talked with Dave & Will for awhile & at 8:00 I came over to my room & then returned to the Theater to see the movie Betty Davis in "Deception" - I didn't care for it. Returned to my room about 10:00 - I had rented



a small radio on which to listen to the Election Returns. It was obvious from the first that Dewey & the Republicans were having a land slide all across the country. I read the Reader's Digest & listened to radio until 12:00. Heard acceptance speeches from Dewey & a number of other Republicans - it sure was a big night for the politicians. To-bed 12:00.

11/6/46 WEDNESDAY:

Clear & warm to-day. Got up at 7:30. Had bk at the Yelton Home Coffee Shop - saw Baron Phelps, he is being transferred to Pk. & is looking for a house. Checked out & drove down to the plant about 8:30. Mr. Lammiman rode down with me. I called Bill Wain & made arrangements to see him - he couldn't see me until noon. - I spent the morning going over the outline & set-up of our Mgr. Trg. Program with Dave. Dave & Bibby came in about 10:00 - I asked to see him & finally got in about 12:00 - It was my first opportunity to congratulate Dave on his new assignment. Spoke <sup>to</sup> him about rates for Dave & Nell - recommended bringing them up - Dave is way



below Ray & is doing a comparable job. —  
 Called Dave in & we discussed the matter of starting  
 the Mfg. Trg. Program at Plant #2. Dave wants  
 us to start the program the week of Nov. 18th.  
 Arranged to have Dave come to Endicott for a  
 couple of days & also to have a couple of training  
 sessions for the discussion leaders at Plant #2.  
 Dave & I had lunch at the Cafeteria about 1:15 —  
 ate with Bill Mair, Dave Bibby & Jim Stern —  
 Dave sure seems different from what he did  
 when he was at Poughkeepsie before — some-  
 how he is getting more like Dick — always in a  
 frame & ~~then~~ snapping answers with little or  
 no thought apparently. — Dave & I spent some  
 time with Bill Mallery after lunch on his  
 Case — I gave Bill a couple of suggestions as  
 to how he could improve but he wasn't too  
 receptive to any criticism. Left about 2:00  
 for home. Stopped at the Club Rooms up town  
 & got some soapstone to take to Endicott. It  
 was a beautiful afternoon for my drive home.  
 Stopped in Monticello for some ice cream &  
 then at Rosco to get my generator fixed —  
 The commutator had glazed over & didn't charge  
 any — had to have it sandblasted down — only  
 took a few minutes. Made fairly good time

but didn't get back to Endicott until just about 6:30 - I drove directly to the Frederick Hotel & got there just in time for our Lions Club Meeting. Mr. Peach, Traffic manager for the Robinson Air-Line gave us a very interesting talk on the growth & development of the airline. Ben had a Board of Directors' meeting after the regular meeting. One of the matters discussed was a letter we had received from Frank Weigel asking for a reason why he had been removed from the Club. Marie Power - our good lawyer is answering the letter for us. About 8:45 I drove Albie Torpe over to the school where he showed me a film on Rail Reading which he had gotten from the N.Y. Central. I got home about 9:30 - Told Mary all about my visit to Poughkeepsie. Read the paper & To-bed 11:00.

11/7/46 THURSDAY!

Partly cloudy & cool to-day. Up at 7:00 Drove down to plant about 8:00 - took Bob & Mary Lou to school. Had a very busy morning after being away a couple of days. At 8:30 Mac & I sat in on the Mgr. Mtg. Senior - Ewen Cullen & Marie Crave were the leaders - Mac told me about the trouble he had with



Given yesterday in his first session - he almost  
 got into a verbal fight with some of the managers.  
 He sure takes a very aggressive & egotistic attitude.  
 Saw Blackie about the materials for the exhibit  
 for the Am. Vocational Assoc. meeting in St. Louis.  
 He advised my calling Payson Hunter at W.H.G.  
 which I did. Had a chat with Mac about  
 my visit with Arnold Kopser at Poughkeepsie.  
 Had lunch at the Cafeteria with Ray & Bob  
 about 11:30 & then drove home - was disappoint-  
 ed that my movie film hadn't come back. Left  
 my car at Smiths to be lubricated. The  
 Mgr. Trg. session at 2:00 was cancelled & Horner  
 Bookstaver called later & also cancelled the one  
 for this evening. The managers have a big job  
 contacting all their employees about their rates.  
 They are putting on another drive on rate ad-  
 justments & many of them are being pushed  
 up as much as 30¢/hr. Mac also had to  
 increase the apprentice rates. - Ken Space  
 stopped in & told me the bad news that  
 he had just been released by Bruchler.  
 Ken felt that an injustice had been done &  
 I know he sure has been a victim of un-  
 fortunate circumstances and he is partly to  
 blame. Ray & I had quite a chat



with Ken & advised him to speak out in his own interest. He could really make it hot for Bruce if he did. I stopped right over to see Bruce to learn the whole story. He said he had had his order for over a week that all movie work had to be discontinued & he felt Ken just wouldn't be interested doing anything else. I argued this point with Bruce for I know Ken would be glad to do most anything to stay with IBM. - I sure feel sorry for Ken. -

Called Dave Sanford this afternoon. Ah Yez! Ken saw Blackie & told me he had been promised an interview with Clinton before he left. I called the Johnson City Postoffice several times this afternoon to check on whether the movie film had arrived. I wanted so bad to get those titles so I could splice them in the film for the church party to night. We are having our Triple S Family Night tomorrow evening. At 5:15 I walked over to Smith's & got my car. After supper I drove over to Belington & did some shopping - a lot of people Christmas shopping already. Got home about 8:30 - Mary had received a call from Mrs. Turner & she was all disturbed about a call she had received from Mrs. Clinton.

Dwayne had been taken sick on the west coast & was in a hospital. Edna had asked Mrs. Turner to come to N.Y.C. so she could fly out to be with Dwayne. Mary referred Mrs. Turner to Blackwell - I called Blackie & learned that he had tried to call Dwayne this afternoon at New Orleans & had found that he was in a hospital - he then switched the call to Clemmons & learned that Dwayne had gotten an attack of appendicitis & had to have his appendix out so he is laid up in a hospital in New Orleans. He had just flown in from Los Angeles, Calif. I did some reading & To-bed 11:30.

11/8/46 FRIDAY:

Partly cloudy & colder to-day. Up at 7:00 Mary drove me down to the office about 8:00 & we took Bob & Mary Lou to school. Stopped at the Birch Garage & had Edie sand the commutator on the generator so it would charge again. Ah yes - just after breakfast I was quite surprised to receive a telephone call from Russell Crover at Aldrich. He explained he need my & Mary's signature on the deed for his farm which he had just sold.



At the time he bought the farm from ~~the~~ my Uncle Jimmie's estate I was a minor so he now had to have my signature to clear the title. He said he wanted it to-day so I arranged to meet him at the Hotel Frederick at 1:15 to 1:30. I had a very busy morning at the office - Called Dr. Wendt our speaker for Study Club next Tue. & got straightened out on how he is coming - he will have to drive up from Phil. as he talks there to a luncheon meeting on the same day. At 11:00 Blackie had a meeting with the staff to look over the exhibit of our activities - Buckler had it set up in Room 202. At 11:30 I had lunch at the cafeteria with Ray & Bob. Mary picked me up at 11:55, drove her over to her class at T.C.C. - then I drove home got my camera & shaved. Stopped at Davison's on my way back & left the developing tank I loaned from Dad. Met Mary at T.C.C. about 1:00 - took a couple pictures of the College Buildings, finished a color film I had in my camera. Mary & I met Russell Grover at the Hotel about 1:15. He & his wife had driven up from Aldwick this morning. I hardly knew them. I took them over to Leon



Simmons & I signed the deed over then and  
 Leon Notarized it for us. Mr. Conover told  
 us he had sold the farm for \$42,000.00 & had  
 gotten \$11,000 cash. He & his wife are  
 going to Florida for the winter & that is  
 why they were anxious to get our signatures  
 & to get their money. He had to get the  
 signatures of all of the 37 heirs & myself who  
 were the beneficiaries of Uncle Jimmie's will -  
 that is all of them who are named in the  
 will the property had changed hands which  
 was 20 years ago. I took a couple pictures  
 of Mr. Conover before he & his wife left for  
 New Jersey. They were to be back here at  
 6:00 & had planned to get Betty's & Gus  
 signatures at 6:30. I drove Mary home about  
 2:00 & got set up to get the titles in  
 the Triple & Morris - one of my title files  
 had come back this morning. Ray called  
 from the office & said Mary had to leave  
 the Mfg. try session as there was another  
 change he had to make in the apprentice  
 rates. I drove right down & sat in on  
 the session in his place - Gavin Cullen &  
 Morris Craver were leaders - Morris was  
 called out so that Cleaver took his place.

I got a call from Norm Collier at W.H.D. - he  
 is now interested in going ahead with our book  
 on the typing guide & wants the material back  
 from ~~Spencer~~ <sup>him</sup>. to revise it. I called Bill  
 Miller & told him about it & asked him to  
 send the material directly to Collier. The  
 Typ. Trg. session was over about 3:30 - I drove  
 right back home & got at the tittle again. I  
 worked like mad & got the film all finished  
 about 5:15 - Then drove Mary & the girls  
 down to the Church for the Triple S party.  
 It was family night so we had a real  
 crowd - about 110. Mary & I served on the  
 committee with the Hoffen, Phil Wagner, Jones,  
 & the <sup>(Sue & Pat)</sup> Woods. It was a dinner meeting - a  
 covered dish supper - boy it sure is a job to  
 feed that many! I set up my movie equip-  
 ment and used my double turn table - Clarence  
 Manning brought his amplifier & speaker so I played  
 the records thru his equipment. I showed a  
 color cartoon for the children & then projected  
 the Triple S Movie I took last year. As  
 much <sup>as</sup> I didn't have all the tittle I used Clarence's  
 microphone & announced the tittle which  
 proved to be just as effective. The gang  
 sure got a big kick out of seeing them -



serve in the movie. Many of them came over afterward to tell me how much they enjoyed them - even Mr. Baube was much pleased with them. Percy Jones entertained with some magic which went over well with the whole group. The committee was busy until 10:00 getting all the dishes & silverware washed. We had a lot of fun doing it. Home about 10:15 - Babe & Mary Lou were plenty tired - especially Mary Lou, she had just run herself out playing with the kids at the Church. Read the papers & To-bed 11:00

11/9/46 SATURDAY:

A very rainy day - got up about 7:15. Helped Mary some with breakfast & with the dishes after breakfast - then about 10:00 we all left for a shopping spree in Binghamton - stopped in Johnson City & bought Babe ~~alt~~ a pair of rubber boots for winter. I had forgotten the 8 m.m. films I wanted to return to Ken so I had to drive back home for them. Ken asked me about Ken Space - he was sorry too to hear that Ken had been released from IBM. Mary, Babe, Mary Lou & I



did a little Christmas Shopping - visited the  
 toy departments at Fowles & also Mills & McLean.  
 Got back home about 1:15 - I helped Mary some  
 with lunch & then at 1:30 I glued my ear  
 to the radio & listened to the Army v. Notre  
 Dame football game - both undefeated teams.  
 Took the small radio down stairs & listened  
 to the game while I worked on the skater  
 mechanism - drilled & pinned the arms to  
 the shafts - had to take it all apart to  
 get the shaft out. After dinner this evening  
 I drove down town - stopped at the plant  
 & got the two tickets Don had gotten from  
 Blackwell for me to the Band Concert at the  
 Club to - morrow. I did some shopping for  
 Mary & then stopped over to Twigs Model  
 Shop in Union - Albie Thorpe came in so I  
 went back to his home with him to see the  
 3 cars he has made for me. Albie does a  
 nice job on them. We stopped over to Ken  
 Colmans - Albie had some work he & Ken had  
 to do on the train layout. Ken loaned me 3  
 sets of trucks for the cars Albie has built for  
 me. Stopped in to see Ray at the Model  
 shop on my way home. Ray is anxious to get  
 the skater mechanism again for his show window.

Got home about 8:30 - Mary said Sybil  
 Young had called & was stopping over with  
 Earl & Mary Coney who was visiting them  
 this weekend from Ridgewood N.J. They stopped  
 in about 9:30 - it was good to see Earl &  
 Mary again - had a nice visit with them -  
 showed some movies & some color slides - they  
 enjoyed seeing the picture I had taken at Ocean  
 Grove when we met them. They left about  
 12:00 - Mary & I To-bed 12:20 -

11/10/46 SUNDAY:

Cloudy & warm to-day. Up at 7:30 -  
 helped Mary with breakfast & washed dishes  
 after bb. Dressed & at 9:30 took the girls to Sunday  
 School. Mary called Virginia Bibby - I stopped over  
 to take Caroline & Martha too - Martha wanted to  
 go down with her Daddy - Dad was going in  
 to the office for awhile. Caroline rode down with us.  
 I stayed for the new class - Ben did his  
 usual fine job as instructor - he had a  
 map of Paul's journey which he used and it  
 made his lesson even more interesting. After  
 Sunday School at 10:45 I got Pat, Mary  
 Lou & the Bibby girls & hurried home. Mary  
 was ready to drive back to Church. I



put on some old clothes & went to work wiring  
 up Barbara's ~~the~~ bed lamp. Blackie called - he  
 had been called into the office by Billy on the  
 rates of our clinical staff - they sure are doing  
 a job on the rate structure throughout the company.  
 About 11:45 I started getting dinner & by the time  
 Mary got home at 12:30 I had it about ready.  
 Helped Mary with dishes after dinner - Called  
 Glenn Watts about Bob's tooth ache - she  
 had a couple attacks this morning & I am afraid  
 it may be one of the fillings he had put in for  
 her. About 2:00 Perry Starbuck stopped over to  
 borrow my movie camera. He & Emma had to  
 get Gary home for his nap so they didn't  
 stay. I had Mary fix up Bob & Mary Lou  
 & I set up my lights and took some close-up  
 pictures to use on the Xmas card. Walked up  
 to Snovers & returned the electric drill.  
 Finished up my film, took some pictures of  
 Johnny & Mr. Snover at work leaving the shop.  
 Mr. Snover tells me he plans to move the  
 shop into the basement & then move in the  
 first floor to live and sell his house.  
 Developed the film this afternoon so I could  
 print the pictures for the Xmas Card layout.  
 Set up my equipment & started printing about



5:00. ~~At~~ Johnny Hoover stopped down about 6:30 to see the shaker mechanism - he helped me do some printing - Babe & Mary Lou were much interested in their pictures. I had taken some of them imitating "Lena The Hyena" - they sure looked funny. - I set up the shaker mechanism <sup>for</sup> Johnny - he hadn't seen it before & was quite impressed with it. He told me about having seen a little model of a race track on which little racing cars were moved around with magnets under the glass road-bed - on the west coast. It changed my idea on the model highway - I believe I may go back to my original idea of using magnets below the road-bed. Mary put Mary Lou to bed about 7:30 & at 8:00 she took Babe with her out to the IBM. C.C. to the Marine Corps. Band Concert. Johnny left about 8:30. I spent most of the evening working on the shaker mech. trying to get it operating perfectly - I'm still not satisfied with it. Mary & Babe got home about 9:30 - they didn't stay for the whole concert. Read the Sunday paper and To-bed 11:15.

11/11/46 MONDAY:

Raining to-day. Got up at 7:00 - with a terrific head ache - my stomach seemed all up set - I guess I ate too much before going to bed last night. Mary drove me down to office at 8:00. Babe & Mary Lou had no school to-day - Armistice Day. I had a bad morning at the office - didn't feel good at all. At 8:30 I sat in the Mgr. Trg. session with Mac. Eddie Cook & Harold Pethin were leaders - About 10:00 I went over to FIRST AID & got some Pepto-Bismol for my stomach. At 11:00 this morning we had an announcement over the PA system. We were all asked to observe Armistice Day with a minute of silent prayer. Ken Space was in this morning - I understand he had asked to see Bibby & I learned later that he had been offered another job in IBM. I saw Ken later & he told me I could now call him FLASH - he is going to take over Sandy's work on still photography - while Sandy is away to the hospital having an operation on his hand. It sure is a shock to Ken after being a movie man all his life - but he is glad to stay in IBM. Got a call from Dave this morning - he is having some difficulty getting the leaders lined up for the Mgr. Trg. Program at Plant #2.

This noon I had my picture taken at the school  
 with Bill Davison & two visitors to the school -  
 a Mrs. Griffin an exchange teacher from England  
 who is teaching in Binghamton & her companion  
 Mrs. Woodley a Binghamton teacher. - Had lunch  
 with Blackwell at the cafeteria at 12:15.  
 Had a very busy afternoon, felt a bit better  
 after lunch. Called Payson Hunter about the  
 exhibit at A.V.A. meeting in St. Louis - he  
 still hadn't heard from Arton & was waiting  
 word - I told him about Arton's question. I  
 wrote Dwight case of Clemmons at New Orleans  
 to give him the whole story. Valla Brunner  
 was back to see us this afternoon - she  
 had her boy friend with her. - Lynn Sealey  
 also stopped in to see us - Lynn told  
 me he had reservations for he & Margarete  
 to fly to Florida next Wed. He sure  
 seemed pleased about it. Lynn is looking  
 good & has improved a lot. About 4:00 I  
 had Mac & Ray go over to Visual Aids with  
 me & we reviewed some 2 strip films on dyslexia  
 training. - Left the pictures I had printed of  
 Bob & Mary Lou with Tony Ansell for her to  
 use on the layout of the Xmas Card she is  
 making for me. Mary stopped by for me



at 5:15 - After supper at 6:30 I drove back to the office for the Phys. Trg. session at 7:15 - Al Eoon & Cliff Burin were the leaders - a good session. Session was over at 8:45. About 9:00 I drove over to Ray Cheney's - we discussed the design of the model highway & I took the shaker mechanism over to have Ray give me his ideas on how to smooth out its action. Ray was playing nurse maid to both his children & his brother Charlie's family - they had gone out for the evening. We got the trouble in the shaker mechanism pretty well solved - theoretically at least. I left the outfit there for Ray to try out some of his ideas - he is going to solder a shoe on each magnet to help guide it in its groove. Left about 10:00 - stopped in ~~the~~ Bob Kustner's & Johnny Simpson's candy kitchen & lunch bar - it was the first I had been in it. Home about 10:40 - wrote these notes & to bed 11:00. -

11/12/46

TUESDAY:

Partly cloudy & colder to-day - up at 7:30. Drove down to office at 8:00 - took Babe & Mary Lou to school. Dave Sanford was at the office to-day - came in about 8:15.

At 8:30 I had dinner in on the Mfg. Trg. Session with Mac & I. I introduced Dave to the group. - Received a call from Mrs. Leigh J. Colson & Leigh, the agency through which I obtained the speakers for our Study Club this year. She was at the Homestead & on her way to Elmira - just called to say hello & check on arrangements on Dr. Wendt for to-morrow evening. - At 10:30 I took Mac, Ray & Dave over to Visual Aids to preview some new Vocaplasts. - Mr. Elms a salesman was there to present them. We viewed several films. They were good but we didn't like the idea of the little cartoon "Eem" which they use as the voice of authority in the film. Mr. Elms had lunch with Ray, Dave, Mac & I at 12:30. At 2:00 I sat in on the Mfg. Trg. Session - Dave had some business with Buckler so he didn't sit in on the session with me. Spent some time at 3:30 with Dave preparing material for use in the training program for the discussion leaders for the Mfg. Trg. Program at Pt. Talked with Blackie - Perry Starbuck was to have his check up at Packer Hospital to-day. We expect him back with us soon. Blackie told

me that Mr. Watson is sending Titon to Gulf  
Port Miss. for 3 or 4 weeks so he will not  
be on hand for the Graduation on the 22nd.  
or at St. Louis. Dave & I left the plant  
at 4:30 - I went down town & got a hair  
cut - then drove home about 5:15. Read  
papers & at 6:45 I drove out to IBM. C.C.  
to Study Club Meeting. We started promptly  
at 7:00 - Dr. Wendt our speaker drove up  
from Philadelphia & was about 45 min. late.  
I arranged for him to eat in the little dining  
room in the kitchen with Bud Austin who was  
also late. Dr. Wendt spoke on "What's New in  
Science" & gave an excellent talk. Frank  
Luman had me handle the question period -  
there were plenty of questions - Frank & Cliff  
Barvis helped me handle the selection of the  
questions. Could only use about 1/4 of them. We  
had about a half hour question period. I also  
closed the meeting at 10:10. After the meeting  
I drove, Frank, Paul Manion & Dr. Wendt up to  
the Community Coffee Shop in Bang. for a bite  
to eat. Paul told me on the way over  
that he had heard from a pretty straight source  
that Football was on its way out at Lafayette  
& that there is to be only 2 games next year.



See - I hope that is not true! - We had a nice chat with Dr. Wendt - drove back to the club about 11:30. Franks went to the Homestead with Dr. Wendt - I got home about 12:00 - I went right to bed.

11/13/46

WEDNESDAY:

Partly cloudy & much colder to - say, up at 7:00 - drove to office at 8:00 - took Bob & Mary Lou to school. Saw Mr. Elvaine about sitting in on the Mgr. Trg. Session - he has been so tied up on the current rate changes throughout the plant he has been unable to attend our sessions. Also gave by a copy of the new blueprint reading book. At 8:30 I had Dave sit in on the Mgr. Trg. Session with Mar. - I spent some time lining up the material for the training program at Plant #2. Dave came out of the Mgr. Trg. Session at 10:50 - I decided to stay this afternoon to work with me on the plans for the Ok. Mgr. Trg. Program. At 10:30 he sat in with me on the Mgr. Trg. Session - I introduced Dave to the group. Bowen Cullen & Art Becker were the leaders. After the session I asked Bowen again for his

outline. It sure has been difficult to get anything out of him. - Mr. Wendt called me about 9:30 from Hancock - he was on his way to N.Y.C. & called to tell me he had forgotten his glasses last night - he had left them in the Community Office shop. - I had Don get them & send them to him. Dave & I got out of the Mgr. Trg. session at 12:00 & then worked about an hour on the outline of our training session at Pt. to-morrow. At 1:00 Dave & I went to lunch at the cafeteria - we ate with Walt Harris. After lunch I took Dave & Ray over to Blackie's office to go over the talk that Ray Crum at Pt. had written for the graduation on the 22nd. It was a rather unusual talk but Blackie seemed to like it. Blackie told us that Perry Starbuck had been judged Ok by the checkups at Packer & would be back to the office starting next Monday - the doctor is letting him come in for only an hour a day on the start. Dave & I spent most of the afternoon working on the outline for our training session to-morrow. There was a Manager Meeting at 4:15 - I took Dave to the meeting with me - Cy McElwain conducted the meeting

on a discussion of the current rate change. They  
 have changed the code set-up. For codes  
 3-2 & 1. Code 3 is trainee & Code 2 is  
 a qualified employee & code 1 a first grade  
 employee. One point which they stressed is that  
 all rates for dirty & hard physical work had  
 all been raised considerably. The meeting  
 was out at 4:45 - at 5:00 I drove out to  
 Hooper School & got Barb - she had stayed  
 for her Browne Meeting. Drove home, read  
 the paper & got cleaned up some. Dave  
 stopped back from the Homestead about 6:45.  
 Mary put Barb & Mary Lou to-bed and  
 we went to the Lion's Club Ladies Night  
 at the Moore Hall in Union. Dave had a  
 chance to see his old friend Albie Thorne.  
 We had a nice steak dinner - entertainment  
 by Clem Higgenslooper & Radio Gabe from WINR  
 also the Lion's Quartet. We left about 9:30,  
 didn't stay for the dancing. Stopped at the  
 Hobby Shop to see Ray a few minutes. Got  
 home about 10:00 - sat & talked with  
 Dave until about 11:30. Told Dave about  
 my recent visit to Alina's Veteran Hospital  
 in Chicago. To-bed 12:00.



11/14/46 THURSDAY:

A very rainy morning. Got up at 7:00, dressed & packed my bag. About 8:00 Dave drove over from the Homestead & I left with him for Poughkeepsie. It sure seemed different riding in his little old Plymouth instead of the Buick - it rained most of the way & Dave's wind shield wipers didn't work only about half of the time. I showed Dave the short cut on 97 from Hancock to Monticello. It was the first time he had ever taken route 97. I was interested to hear Dave tell about the reaction of some of the labor union faction in Pl. to IBM. - He said he had learned of some little paper put out by some C.I.O. group in which they frequently take a poke at IBM. In a recent issue they even had lined the statement "What will IBM pay to keep the Unions out" - This was at the time of the recent 10¢/hr. increase. They also tried to link Yiler's leaving the company with his pledged interest in the Union. - I suppose these papers get to Mr. Watson, for Dave said they had them at the plant. Learning this - I can see why Watson has been pouring the heat

on the boys to get all rates in order at all plants. Dave & I tried to get a copy of Yesterday's paper in Yonkers to read about Wilbur Edmund's talk at each of the High Schools - we couldn't find a copy of the paper. Will took the assignment for Dave since he was away. Dave & I arrived at the Nelson store about 12:05 - just a little over a half hour longer than it took me the last time - not bad time considering we didn't drive over 50 mi./hr. and only 40 to 45 <sup>mi/hr</sup> the time. Dave drove out to his apartment - saw Dave for a few minutes & then drove on down to the plane. Stopped right in to see Dave Bibby - Bob Landon was with him, just leaving for Endicott - Bob Wheeler was there with the company cadillac to take Bob back. I was most surprised to see Lee Brown come in Dave's office - I hadn't seen Lee since he went to the hospital with a mental disorder several months ago. He looked OK. Dave & I went over <sup>to</sup> the cafeteria at 1:15 for lunch, ate with Dave, Lee Brown, Phil & Mr. Jones. Had a chance to talk with Dave about the Mgr. by. Program. He said he would be with us for our session



with the leaders at 3:00. He also OKed our  
 withholding the starting of the program until  
 Dec. 9th. Ralph Walker was here at Plant #2  
 with George Bassil - I saw Ralph this noon &  
 arranged a ride back with him to -morrow. Oh  
 Yea I was sorry to hear that Harry Kleckler was  
 in the hospital with a very sore nose - he had  
 a boil in his nose which he had to have lanced,  
 of all places. After lunch I called Payson Hunter  
 at W.H.Q. about the exhibit at St. Louis - he still  
 hadn't heard from Orton - but said he would write  
 the St. Louis manager to-day about space for our  
 exhibit. Blachie called me from Endicott &  
 suggested we have some of the faculty at  
 Plants #2 attend our graduation on the 22nd.  
 I took the matter up with Billy & he sug-  
 gested our bringing only a quarter of the group  
 or only 5 members. It's going to be tough to  
 select those who will be so honored. I gave  
 Daise a copy of the new Blueprint Reading  
 Text. Had about 15 min. with Daise before  
 we went to the training session at 3:00. I  
 was a little surprised to hear Daise say  
 that at the present time the most important  
 job in IBM is to strengthen the managerial  
 group at Plant #2 - he even stated



That was the reason he had been sent to  
 Plant #2. I gave Dave the outline for our  
 training session - he seemed quite pleased  
 about it - he asked me to stay at OK  
 for the entire Mgr. Trg. Program. - I explained  
 I couldn't do that - he stated again that  
 there was no more important job in all of  
 IBM & that if I needed any further OK  
 he would see Mr. Kirk - from that I  
 judge I shall be in Poughkeepsie most of  
 the month of December. At 3:00 Dave  
 opened the session with the group of 15  
 managers who will be the leaders in the  
 Mgr. Trg. Program. He gave a very nice  
 statement of the importance of the program.  
 Dave presented me & I gave them an  
 hour with the group covering with them  
 the techniques of good discussion leadership.  
 I quite enjoyed doing it - then I had Dave  
 give on a demonstration, presentation & discussion.  
 We all criticized Dave's job in light of the  
 points which I had presented. It was a  
 good active session & I was quite pleased  
 with it. Got a ride up to the Hotel  
 at 5:00 with Ralph & Leo. Came up to  
 my room - ordered a radio - did some writing.

Dave called at 6:30 & drove down for me - he took me out to Gilson's Colonel House to these <sup>club</sup> ~~state college~~ <sup>club</sup> meeting. I found I knew a number of the members - Jack Roberts the ~~the~~ <sup>the</sup> ~~man~~, Slip Bauer, Herb Salford & Leeland Shaw - I hadn't seen Lee Shaw since before he went into the service. He has had both legs amputated but seems to get around OK. It was a good lively meeting - a swell meal & a crazy ~~&~~ business meeting. The boys just ~~to~~ <sup>to</sup> meet to have a social evening & to bid each other to have some fun. Dave & I left about 9:00 & drove back down town. I did some window shopping & came up to my room about 10:00 - listened to the radio - wrote these notes & worked some on my outline for to - morning's session. To-bed 11:30.

11/15/46 FRIDAY:

A beautiful day in Poughkeepsie - up at 7:00 - Breakfast at 7:30 with Ralph Walker & Geo. Basil - Reg Chapman & another man from Toronto were in the coffee shop also - They rode down to the plant with us at 8:20. Had a busy morning. Got a call from Ray Jarvis reminding me of a letter I had given at



Endorse from Don Lasher of Pk. inviting me to their meeting next Mon. Night. I called Don in Pk. & told him I thought it would be impossible for me to attend. I got a call from Blackie asking for some info on introduction of Pk. people - he told me Perry would be chairman of the graduation on the 22nd. I had thought it would be Kirk. Later I got a call from Mark Clover, Perry's sec. for some other info. — Payson Hunter called from W.H.O. about the St. Louis A.V.A. Meeting. He still hadn't gotten much satisfaction from Otton - just a note on his letter which was returned. I suggested he call Otton & he agreed to do so. At 10:00 Dave & I had our meeting with the leaders for the Mgr. Prog. I had Ralph Walker come in & take a few minutes to the group stressing the need of follow-up on the part of all managers. I put on a demonstration of a led discussion & then Jack Black also led the group in a discussion. It was a darn good session - meeting over at 11:30. Paul Deuell had lunch with Dave & me at the cafeteria at 12:00. About 12:45 Dave & I got the company car from John Green to drive up to Vassar Hospital to see Harry Gleicher - Brockway & McFall were there from



The patient. Harry seemed in good spirits but had a terribly sore nose. They were trying to find out what had caused him to have sores break out on different parts of his body. This time it was the very end of his nose. Got back to the place about 1:30. Dave called Ray Cunn in & we spent some time with him going over his talk for the Graduation on the 22nd. Ray does a nice job. Saw Bibby this afternoon & asked him about the matter of the members of the faculty to go to the Graduation. He agreed with Dave & me that it was best to select those to go on the basis of their term of service. Ralph came in this afternoon while I was there & said he was ready to leave for ENDICOTT - it was then about 3:15 - Bibby asked Ralph to check up on a couple of other matters so we didn't get away as we had hoped. About 3:30 I got another call from Payson Hunter - he had called Orion at New Orleans & Douglas had told him we should have an exhibit at St. Louis so Hunter was going to see Douglas & let me hear Monday. He had also heard from St. Louis & learned that we could get space at the convention. Finally about

4:00 Ralph had Geo. & me drive up to the Hotel & check out for him. I drove Ralph's Hudson. Got back to the plane about 4:30 - just as the 2nd shift was arriving at the plant. Basil & I sat around waiting for Walker until about 6:15 - I could have had some one kick me for not having gone with Bob Winer at 4:30. I could have gotten a ride with Bob back to Endicott. - I really think Ralph liked to be held up - it makes him feel important. We finally left at 6:15 & drove down to Beacon - took ferry to Newburgh. Stayed at Cy's Dinner in Newburgh for dinner - Ralph called Della & had her call Mary & Geo's wife to let them know that we would be late getting home. Ralph told us of the difficulties they were having at Plant #2. It sure is a bad situation - right now about 4 out of 5 of the machines going out to customers have to be serviced before they will operate. Ralph & Geo. have been policing some of the production & assembly departments trying to get the errors corrected. They have reduced the production about 100 typewriters a week - that is about \$125,000.00 per week. Daise said she



just couldn't stand that - no wonder he  
 is concerned about it. It was quite cold,  
 we had the heater on in the car part  
 of the way. Stopped in Deposit for a cup  
 of coffee - got home about 11:45. Mary had  
 gone to bed. To bed 12:00

11/16/46 SATURDAY:

Partly cloudy & warm to-day. Got  
 up about 7:00 - helped Mary with breakfast.  
 About 9:30 we took Babe & Mary for down  
 town shopping - Mary forgot my check so  
 she had to drive back home for it. I had  
 her leave me at Ray Cheney's - both Ray  
 & Charlie were working on the skate mechanism.  
 I help Ray finish up the job - he had it  
 working well - added longer tails & also  
 a nose piece on each of the change over  
 magnets. Ray had to take time out to  
 help Dorothy fix Francis' hair - Ray had  
 given her a permanent wave. About 11:00 I  
 walked over to Union ~~with~~ & met Mary &  
 the girls - drove them back to Cheney's &  
 we stayed in for awhile. Ray still had  
 some testing to do on the skate mech-  
 anism so I didn't take it. We did some



shopping in Union - then drove over to End-  
 ico<sup>u</sup> & made a couple of stops. Came home  
 about 12:30 & I helped Mary get a ~~good~~  
 bite of lunch. Then about 1:30 we drove  
 over to Binghamton to shop - stopped in  
 Sean - then Walker's toy store - then  
 Blandings & there Mary got me the desk  
 lamp I had been wanting for nearly a  
 year. It is to be my Christmas Present -  
 it sure is a swell lamp - it should be,  
 cost \$16.75. I tried to get some wiring  
 fixtures to install a light in the cellar  
 stair way but it is almost impossible to get  
 what you want. I sure wouldn't want to  
 build a house now if that is the way all  
 materials are ~~so~~ short in supply. Got  
 home about 4:00 - washed the car &  
 then changed the water in the radiator -  
 put in the prestone I took out last  
 spring - I strained it to get all the  
 sediment out of it. After dinner I drove  
 over to Ray Cheney's - we fooled around  
 some on the skater mechanism - it seems  
 to work perfectly now. Stopped in to  
 Bob Kushwa's & John Simpson's for some ice-  
 cream - then about 9:30 I stopped

at the Hobby shop to see Ray but he was gone - I left the skater mechanism with his wife. Thought I would let him put the skis in the window himself this time. Got some oil in the car & drove home about 10:00 - was surprised to find Mary had gone to bed. I stayed up & read until about 12:00 - To-bed 12:00.

11/17/46 SUNDAY:

A rainy morning - got up at 7:30 - helped Mary with breakfast & at 9:30 I drove Bob & Mary Lou down to Sunday School. Stopped over to Bibby's & took Martha & Caroline down to Church. I went to the mens clan - Glenn Hutchinson called on me to read the scripture lesson. I got twisted up on some of the names of the cities in the story. Drove home at 10:45 - took the Bibby girls home. Mary had gotten a ride down to Church with Olive Geedy & left a note on the door. - I cleaned out my desk - it sure looks swell with my new desk lamp. Called Paul Tater at Ithaca & learned that he would be in Poughkeepsie for the Jr. C. of C. Meeting Mon. Night. - I also called Ray at the Hobby Shop & learned he had put the

skater mechanism in the store window & it was working OK - Helped Mary with lunch when she got home from church. After lunch I wrote a letter to Vera Gelyea - Pres. Pk. Jr. C. of C. & gave him a message to read at their meeting to-morrow night. About 3:00 I drove Mary & the girls down to Walker's - stopped at the Hobby Shop & was disappointed to find the skater mechanism had jammed or at least wouldn't run. Couldn't find anything wrong with it -.

Had my lights & camera with me - Took a whole film of pictures of little Marilyn Walker - Della wanted a picture to use on their Xmas Card.

Met Della's Aunt Rose from Spokane Washington. Took a few pictures of her with Mrs. Tron. Ralph had left for Poughkeepsie about 2:00. Mary & I and the girls drove on over to Mrs. Swickie's in Union, Mary arranged with her to help with a luncheon & a tea she is planning.

I drove the folks over to Gushwa's & Simpson's & got them each one of their special "Aruba Aruba Freeze" a milk shake made almost entirely out of ice cream. Very good but terribly cold. - Decided on the spur of the moment to see the movie, Abbott & Costello in "The Time of Their Life", at the State Theater. Babe & Mary Lou got quite



a kick out of it. Got out of the show about 7:30 - stopped at the Hobby Shop on the way home & got the shaver mechanism - Ray helped me get it out of the window. Helped Mary with supper - fixed the shaver mechanism - one of the shafts were binding. Mary helped me & we cleaned up part of the basement - sure made it look different. We are now determined to finish the job & really fix up our playroom. To-bed 11:30.

11/18/46 MONDAY:

Clear & cool to-day. Up at 7:00 - Mary drove me down to the office at 8:00 - Took Babe & Mary Lou to school. Had a very busy day after being away two days last week. Saw Blackie first thing this morning - he had gotten some rate increases for me - one for Mac Almon & one for Bob Mendan. I announced it to each of them this morning. I'm still after Blackie to get some adjustments in the rates for my clinical staff. Perry Starbuck was in for a couple of hours this morning for the first time he was operated on for his groin. He came around to say hello to everyone. I had Mac sit in on each of the 2 Mgr. Trg. sessions this morning. I went over

to see Cy McElwain on changing the schedule for our Mgr. Tr. Program. Ray & I stopped over to see Buckler in Visual Aids on the exhibit materials he is working on. I stopped by to see Tony Arnold about the Xmas Card - she had started making the layout - it sure is going to be swell. Had lunch at the cafeteria at 12:30. Saw Blackie & asked his opinion on writing to Charlie Kirk to congratulate him on the article in Forbes. He liked the idea & agreed we should. At 2:00 I sat in on the Mgr. Tr. session - leaders were Bill Dolph & Charlie Isban. It was a good session - many of the managers stayed after the session even to continue the discussion. -

I called Mac after the session about rehearsing the talk the apprentice boy is to give at the graduation Friday Night. Mac got quite indignant about it. He thinks it is absolutely unnecessary. At 4:00 Blackie had a meeting of the school staff in Perry's office to plan for the Graduation on Fri. Night. Perry is to step right into the driver's seat as chairman of the meeting. About 4:30 I received a call from Payson Hunter at W.H.Q. - he had seen Douglas & he had decided that we should not go thru with an exhibit at the A.V.P. at



St. Louis. I received a letter from Arton to-day indicating I should attend the Convention anyway. Don got my confirmed reservation to-day for my flight back on Sat. Dec. 7th. from St. Louis. At 5:15 Mary stopped by for me. Had supper with Bob & Mary Lou, Mary got dressed for her Lion's Ass. Meeting. I had to talk her into going for she didn't know I had to attend the Wgs. Try. Session at 7:15. Helped with dishes & putting girls to-bed. About 6:45 drove Mary down to Hotel Frederick to Lion's Ass. Dinner Meeting. I drove over to school & sat in on Wgs. Try. Session at 7:15. Homer Bookstaver attended the session. Harold Pitkin & Eddy Cook were leaders. It was a good session. Stopped back to Hotel at 9:00 for Mary - she wasn't ready & could get a ride home with Olive Keedy so I came on home. Put some finishing touches on the statue mechanism, Mary got home about 10:00. To-bed 11:15

11/19/46 TUESDAY:

Cool & clear to-day - a real heavy frost last night - about 28° this morning - it was about the first real frost we have had this year. Up at 7:00, drove down to office about 8:15 - took Bob & Mary Lou to school. Had Mac sit in on



Mgs. Trg. session at 8:30 - saw Blackie about  
 the talk Mac has prepared to give at the A.S.M.E.  
 Meeting in N.Y.C. on Dec. 5 & 6. - Blackie agreed  
 with me that it should be approved by Bill Lewis.  
 I had to sell Mac on the idea - couldn't get in  
 to see Bill so I left a copy of the talk with  
 Paul Manier at 5:00 to show to Bill. He sure  
 is hard to get to since he took over his new  
 job. He has both Adrain Faulkner & Paul Manier  
 as his Lieutenants. - At 10:00 Mac & I went over  
 to see Bud Austin about the Mgs. Trg. session on  
 Human Relations - they start to-morrow. Had  
 a session with Bud & Eleanor Irvine - they are  
 going to assist Mac & me. Saw Stanley Evans  
 in Personnel Dept. & met a Mr. Knight who was  
 with him. Called Dave Sanford at ~~HP~~ Poughkeepsie  
 this morning to give him some instructions on  
 the arrangements for the people coming from Pk.  
 to attend the graduation Fri. Night. Received a  
 call from Mrs. John at W.H.Q. advising me that  
 Arton had asked that I attend an Adult Edn. Meeting  
 in N.Y.C. on Thurs. or send Jarvis - since I knew  
 Jarvis had called the meeting to Dwayne's attention,  
 I decided to send Ray & I also called & re-  
 Daley at W.H.Q. & advised him of the meeting.  
 Drew told me he had 577 enrolled in the

Gen. Edu. Program at W.H.Q. That is a larger program than we had at O.K. Had lunch at the cafeteria at 11:45 — Eileen Woodard stopped at my office about 12:30. I drove him up to the house to see the Skater Mechanism. I gave him the whole story & a demonstration which seemed to impress him very favorably. Also showed Woody the color movie I had taken of the outfit. I indicated to Woody that we should get at least \$100.00/week rent for the outfit and he seemed to think that was possible. We agreed on a 50-50 split of all rentals with his adv. agency doing all the placing, set-up & servicing of the outfit. It was also agreed that any figure or materials used in preparing an appropriate setting for the outfit be turned over to me the day following Xmas. I went over the mechanical features of the outfit so Woody would be able to service it — I explained that I didn't want to be bothered with it since I am much too busy with my work at IBM. — Mary didn't feel well this morning & had gone back to bed — she got up just before I left with Woody about 1:15. I drove Woody back to his office in Bangor & took the skater mechanism up & left it with him. He plans to see Mr. McMillan adv. manager at McLean's firm & if he can't be



interested then Simon's & then Fowler's. I sure will be interested to hear how Woody makes out. - I stopped in Russ' for some film & Xmas Card stock. Russ told me how pleased he was that Ken Space had been taken back in IBM. He told me that Ken had indicated it was largely my influence that had brought this about. Actually, I had very little to do about it. Got back to office about 3:00 - talked with Carol Wahl & also Jack O'Connor on the matter of beginning on the job - had a nice friendly chat with them. Paul Duell stopped in about 4:00 just got in from PK - he is going to work with Blackwell this week to learn the set-up on handling a large function such as the Graduation on Fri. Night. I kidded Paul about becoming the Blackwell of Plant #2. - I called Ben Hansen for Paul to try & get him a heater for his new Chevy, but Ben didn't have any. Lynn Seeley stopped in to bid us farewell before leaving for Florida. He & Margaret leave on the mid-night train for N.Y.C. & they leave Newark Airport at 9:00 to-morrow to fly to Florida. Lynn sure was pleased about it all - he said Margaret was really frightened - she had never flown before. I sure am happy for them - it sure is well that the company will do this



for them. Drove home at 5:15 - stopped for some ice cream. Broke my glasses at the supper table - tried to read the paper after supper without them. I could see OK but it started to give me a head ache so I gave up & drove down to the office about 6:30 - used my safety glasses. They sure came in handy. At 7:15 I conducted the Mgr. Mgt. session for a 2nd. shift group. Harold Pitkin & Eddy Cook were discussion leaders. It was a good session. At 9:00 I stopped over at the Hobby Shop to see Ray - he was still interested in getting the skater mechanism back. I told him I had turned it over to an adv. agency. Home about 9:30 - wrote to Betty & told her about our coming down to N.J. for Thanksgiving Weekend. - The news to - night was all about John Lewis & the pending soft coal strike. It sure looks bad now. To-bed 11:30

11/20/46 WEDNESDAY:

Clear & cool to - day - got up at 6:45 - Drove Bob & Mary Lou down to school & to office at 8:00. Did some calling & got Austin & Lintner lined up to sit in on the Mgr. Mgt. Program. At 8:30 I sat in on our first Mgr. Mgt.

Session on Human Relations. - Bud Austin was discussion leader - it was a very good session - Bud really did a swell job. The discussion went on for 15 minutes past the time to adjourn. Saw Blackie after the session - he was making up an estimate of educational expenses for 1947 for W.F. Q. We arrived at \$76,000<sup>00</sup> for Gen. Edu. & 102,000<sup>00</sup> for Apprentice Trg. Of course much of the apprentice work is self supporting. Blackie showed me a letter he had written to Orton regarding the situation that Daley is facing at W.H.Q. with the Gen. Edu. Program. I also wrote Orton this morning advising him of the current large enrollment of 577 in the fall term. Had lunch at cafeteria at 11:30 with Ray & Bob. After lunch I drove down town & left my glasses at the Bing. Optician to get a lens replaced. I had to wear my safety glasses today. Drove on over to Union to Union Paint & Wall Paper - ordered Cute Color Enamel for the basement floor. Also stopped at Earnie's to inquire about a radio - Earnie let me take an amplifier - a



14 WATT Brentwood. Stopped around to  
 Albie Thorne's home and got the 3 model  
 box car he had built for me. Albie  
 did a nice job on them but they cost  
 enough - 4.00 each. Got back to  
 office about 1:30. At 2:00 I conducted the  
 Wpp. Trg. Session on Human Relations.  
 Had Paul Denell in on the  
 session with me. Eleanor Irvine and  
 Bud Austin acted as discussion leaders.  
 Bert Kuttner sat in on the session.  
 We had a good session. - Showed  
 Ralph Allen the Brentwood amplifier  
 after the session - he didn't think  
 too much of it - indicated it would  
 not be worth 40<sup>00</sup>. Saw G. McElwain  
 this afternoon & tried to get him lined  
 up to attend a session to-morrow but  
 he will be out of town. Drove home  
 at 5:00 - stopped at Horner School & got  
 Babe - she had stayed for her Brownie  
 meeting. Mrs. Almon saw me on the  
 matter of getting a tax for one of the  
 apprentice boys for the graduation. I  
 called Virginia Pibby & learned I  
 could borrow Dan's tax. I decided



later it would be poor policy so I gave up the idea & called Virginia. At 6:15 I drove down to Frederick Hotel to Lion's Meeting - only stayed for dinner - drove back home at 7:00. Called Walker by phone & learned he had received the electric train & had the one I wanted. - Got into some old clothes & went to work on the basement. Mary helped me - I mixed up some paint & she painted the cellar stairs. I started putting on the Kray-tite on the walls - had some cracks I had to patch first. We get a big kick out of working on our project. To-bed 11:30.

11/21/46 THURSDAY:

Clear & cool to-day. Up at 7:00 & to work at 8:00 - Mary drove me down & took Babe & Mary Lou to school. The first thing this morning Mac & I got the 8 apprentice graduates to gether who are to receive their diplomas. Frie Yager & had Bob Edwards & Blackwell give them instructions on the line up at the Banquet. Mac took the Apr.

Trng. Session at 8:30. - Ray Jarvis was  
 supposed to leave for N.Y.C. this morn-  
 ing on the 8:00 o'clock flight of Robinson  
 Air Line but it was so foggy the plane  
 from Illinois couldn't land so he had  
 to wait for the 11:00 o'clock flight -  
 he came in the office for awhile. At  
 10:00 Al Thompson & Boyd Stappert met  
 me here at the office & I went with  
 them over to the Geo. H. Field school  
 to see the principal Mrs. Leichen about  
 the Sight Saving class. Mrs. Leichen  
 took us to the class room where we  
 met the teacher Mrs. Folsom & had a  
 nice chat on what the class needed.  
 We had quite a discussion on the many  
 things that are needed for sight  
 saving work. - I was surprised to learn  
 that there is no special facilities for  
 these students after they leave the 6th.  
 grade. We certainly learned a lot  
 about what our Lions Club could do  
 to help with the sight saving work.  
 One thing we agreed we could do right  
 away is purchase them a radio to  
 use to get the Radio school of the



air. Mrs. Folsom indicated she could make  
 good use of these broadcasts in her teaching  
 program. Got back to the school about  
 11:15. At 11:30 I went to lunch at the  
 cafeteria with Bob Sheridan. After eating I  
 walked down town & did some shopping.  
 Had a radio received in Ben Ruffe  
 for the Lion's Club to give to the Signi-  
 faving Club. Got back to the office about  
 1:30. At 2:00 I conducted the Mgr. Trg.  
 Session on Human Relations. Eleanor  
 Irvine was there from Personnel Dept. & led  
 the discussion & Bert Gentner was there  
 from top management. It was only a fair  
 session - Eleanor was a weak leader. Mac  
 called me after the session & told me he  
 had heard that some of the managers didn't  
 think much of the session. I think he had  
 talked with Bert Gentner & Bert doesn't like  
 Eleanor anyway. Had quite a chat with  
 Eleanor after the session - she told me  
 about the session they had with Mr. Watson  
 at W.H.Q. recently on rates. He had told  
 management at the various plants to in-  
 crease rates immediately & consequently they  
 had followed his instructions & in trying



to to it to meet Watson's dead line had now  
 handled it in many cases. Eleanor & I agreed  
 on one thing & that is they all take Mr. Watson  
 too literally - it would be better if management  
 used more good common sense in carrying on  
 Mr. Watson's ideas. Eleanor said they had really  
 made a mess of things in putting in the recent  
 increases in the plant here at Endicott. I  
 called Sam at Pk. this afternoon & gave him  
 some final instructions on the people who are  
 coming up to-morrow for the graduation.  
 Mary stopped <sup>by</sup> for me about 5:15 - drove  
 home - read paper & at 7:00 drove up  
 to Horvstead to the Customer Graduation.  
 Oh Yes! Mary had gotten the Electric Train  
 that I had ordered at Walker's Toy Store to-  
 day. I unpacked it when I got home from  
 work. Bob & Mary Lou wanted me to set  
 it up to run but I didn't have time. The  
 Customer Dinner turned out to be a very  
 informal affair especially the talk - there  
 were three customer representatives who spoke &  
 they told some pretty raw jokes. Jonie Dagg  
 spoke for the Endicott I.B.Y. Organization.  
 Geo & Lucile Metz were at the dinner  
 we hadn't seen them in a long time - in

Pauline hadn't been back since she left here about 3 or 4 years ago. Mary & I hurried home after the dinner - got about 9:20 - put on some old clothes & went to work on the basement. I pointed up some more of the wall & Mary finished painting the steps (cellar steps) - bed 11:30.

11/22/46 FRIDAY:

Cloudy, rainy & cold to-day. Got up at 7:30 - hurried around & drove down to work about 8:30 - Took Bob & Mary Lou to school. About 8:30 I drove over town & got my hair cut - stopped back to the Buick Garage & had Eddie fix the generator, the commutator had glazed over again & wouldn't charge. I ordered a new armature - they are hard to get. Claude told me he had a new Buick for me - a 2 door super if I wanted it - could have it right away. I told him I would take it if it had hydromatic shift - he claimed they won't have this until 1948 - I believe they will have it next year. Drove home for Mary about 9:30 & she drove me back to the office - on the way

down she reviewed her notes on her art course,  
 she was having a test to-day at her class.  
 We stopped over to the Binghamton Optical<sup>Office</sup> & I  
 got my glasses. It sure was a relief to get  
 rid of the safety glasses - they are too heavy  
 to wear all of the time. Had a busy day  
 getting things lined up for the graduation.  
 At 11:30 I had lunch at the cafeteria with  
 Bob Sheridan. Ray Javie was back from N.Y.C.  
 This morning, ~~but that~~ he gave me a verbal  
 report on the visit he had with Drew Daley -  
 Drew is really having his troubles & I do hope  
 Diton will do something about correcting conditions  
 at W.H.Q. on their educational set-up. Ray  
 had to spend most of the day at the Home-  
 stead taking care of the transportation for Mr.  
 Watson's guests. The people from Poughkeepsie  
 who were attending the graduation to-night  
 started to arrive about 2.00. Dave Sanford  
 was one of the first to arrive - many of the  
 people came here to the school & we gave  
 them their assignments for their housing accom-  
 modations. We had 5 of our Gen. Edn students  
 to be honored, & they were honored at the  
 Homestead & the five members of the faculty &  
 their wives were honored <sup>at</sup> the Hotel Frederick.



I took Dave over to see Mac Almon & I got  
 some information on the Apprentice Graduate.  
 Keith Martin was in my office for awhile this  
 afternoon for awhile - he showed me a pro-  
 spectus on the new Arts & Science Museum  
 which Mr. Watson is planning to build. It  
 was very interesting. Brad Austin sent  
 over a Mr. Finch, Vice President of Dan-  
 Mundy Co. for me to give a picture of  
 our educational activities. I spent about an  
 hour with Mr. Finch - I was interrupted about  
 a dozen times so I couldn't do a really  
 good job. Dave Sanford & Will Edmonds  
 stayed in my office & I introduced them to  
 Mr. Finch. About 4:45 I stopped over  
 to Blachier's office to see whether I  
 was to be at the speakers table to-  
 night & learned <sup>that</sup> I was. Blachier came  
 in a few minutes to find from his  
 conference with Mr. Watson as to the home-  
 stead on the seating arrangement - he  
 told me that I was not only on the  
 Dair but that I was to be on the  
 program & would have to talk. I didn't  
 say anything but I thought that was  
 pretty unfair - I had no time at all

To prepare anything - I got out some of my  
 old notes & took them home with me. Mary  
 stopped by at 5:00 for me. She had Dave  
 scrubbed with her - we drove Dave up to the  
 Monstead - saw Frances & Jim Stern with their  
 new Dodge - they were just arriving from Endicott.  
 Came home & got dressed for the big occasion - I  
 did a lot of thinking about what I would say in  
 my response. I'll have to admit this ~~to~~ having  
 to speak sort of spoiled the occasion for me. Mary  
 got some supper for Babe & Mary Lou & then  
 left them up stairs - we drove out to the Country  
 Club at 6:20 - The dinner was scheduled to start at  
 6:30 but we were about 10 minutes late getting  
 started. I helped Van Gorden & Blackwell line  
 up those to be on the dais. Mac Almon & I were  
 end men - Mac was at one end & I at the  
 other. The whole affair went off very well -  
 Perry Starbuck did a swell job as chairman - he  
 has a good voice & manner - not quite as verbose  
 however as Otton. I wayne sent a message which  
 Perry read. Perry had recovered very well from  
 his thyroid operation - he seemed quite normal this  
 evening. Mr. Robert Johnson, Pres. of Temple Univ.  
 was the <sup>main</sup> speaker - he did a good job but not near  
 as polished a speech as I had expected. Mr.



Watson gave his usual inspirational Talk & made several significant announcements - one that IBM was looking for another location to build a large manufacturing unit, - second that Mr. Geo. Campbell at PK had the contract to build a large new building at our PK plant. He asked Geo. to stand - I hadn't know he was there until I saw him stand up. Mr. Watson paid Geo. a fine tribute for the work he has done at Plant #2. Both our apprentice representative Dick Joyce & Ray Cunn our Gen. Edu. spokesman did fairly well in their talks. The spokesman for the Customer Engineering Classer, Mr. Larkin did a really excellent job. I wasn't at all pleased with my talk, but I received a lot of ~~the~~ compliments on it & many seemed to think I did well. I spoke largely extemporaneously & I don't think it a good idea - I'll not try it again unless I get caught like I did this time & I don't expect to get caught again. I spoke to Mr. Johnson after the meeting - all of us at the speakers table had our picture taken with the graduating classer after the banquet. I had chance to see Charlie Kirk & ask him for an appointment over the weekend - he told me he would be up next week & I could see him

at the plant. Had a nice chat with Geo. & Mildred Campbell after the banquet. Mary & I came home about 10:45 to see how Bob & Mary Lou were - it was snowing some when we came out of the Club. The first real snow we have had this year. Drove up to the Homestead about 11:00 - Mr. Watson had a little party & a bite to eat with the guests - The usual IBM Night Club - however there was no entertainment this time. Mary & I sat at a table with Olo Breeze & his wife, Mrs. & Mr. Sygela of T.C.C., Mrs. Tom Jones, Mrs. Edson director of the U.E.H.S. A Choir, & Edna Buckler. I had a chance to get around to some of the other tables & say a few words to my friends of Poughkeepsie. After the dinner party broke up I had a chance to introduce Mary to Tom Watson Jr. & his wife Olive - Mary had never met them before. We had a chance to talk with a lot of the people from Poughkeepsie also a nice chat with Mr. Watson & Mrs. Watson. Got home about 12:30 - To-bed 12:45.

11/23/46 SATURDAY:

Partly cloudy to-day - got up at 7:30 - hurried around & at 8:15 Mary drove me down to the office - she wanted the car as she had planned a luncheon party at the Homestead



for Mrs. Campbell & some of the girls from Pk. I had a busy morning taking care of the people from Pk who came down to see the plant this morning. Had Bob Edwards arrange for guide. Dave came down & I spent some time with him lining up the outline for the Mps. by Program <sup>also the</sup> schedule for the Program at Pk. I learned that Bubby was with Bill Lewis so I called & got an appointment to see him - Dave & I had to wait about a half hour but he finally got in about 5 minutes & we got his approval on the outline. Dave went thru the plant with Helen Meade & some of the other folks from Pk. this morning. Mary stopped by the school at 12:15 & took them to the Homestead with her & Della Walker. They all had lunch with Mrs. Campbell. Dave & I had lunch in the cafeteria - met John Skinner in the line - I hadn't seen John in some time - he is still in the Mary - a Lib. Canadian. He ate his lunch with Dave & I - I was surprised to learn that John & his wife were divorced. This afternoon I worked some with Dave on his records of the Gen. Edu. Activity at Pk. he had brought all of his punched cards up & is trying to get them up to-date. I had him work some with Barbara Adams. Ray was

tied up all day at the Homestead handling  
 the transportation of the various guests. Some of  
 our Poughkeepsie people were still around this after-  
 noon. I got my Christmas Card layout from  
 Tony Arnold this afternoon - she sure did a  
 beautiful job on it - it is the most beauti-  
 ful card we have had yet. Tony gave me  
 some of her ideas as to how it should be  
 fixed up in a folder for the ~~H~~ best effect. She  
 is charging me 5.00 for her work which I think  
 is very reasonable. Dave left for the Homestead  
 about 4:30 - ~~HH~~ he planned to stay for the  
 Trophy Dinner & go back with Paul Duell  
 after the dinner. Davie left this afternoon to  
 go on Eltham to see her sister. Mary stopped  
 by for me about 5:10 - she had Mrs. Campbell  
 with her. Mary had the girls back to the house  
 this afternoon after the luncheon at the Homestead.  
 We drove Mrs. Campbell up to the Homestead,  
 stopped on our way out at the IBM Country Club  
 to get Babe & Mary Lou - had them paged  
 on the P.D. system - they were down stairs  
 in the children's play room. Stolt, president of  
 the Club, took me in to see the set-up  
 for the Trophy Dinner - it sure was a  
 beautiful setting - the trophies were all



arranged on shelves back of the Dais - There  
 must have been over a hundred large Trophies.  
 Mr. & Mrs. Campbell were planning to attend  
 the dinner. We left Mrs. Campbell at the  
 Homestead & bid her good-bye. Got home  
 about 5:45. Mrs. Kirk called & wanted Berta  
 to come up & have dinner with Sally so I  
 drove Barbara on up to Kirby. After supper  
 I drove down town & did some shopping.  
 Canceled the train I had on order at Twigg  
 Stobby Shop - swapped one of my box cars  
 with George for one I liked better. Stopped in  
 to see Stalsey Alderman's new place - he  
 was having open house at his big new  
 garage - it sure is a beautiful layout.  
 He was <sup>also</sup> having the first showing of the  
 new, Horn & Kayser cars. He had one  
 of each in the show window - they were  
 surrounded with bouquets of flowers sent by  
 the various business in town wishing Stalsey  
 good luck in his new business. Got home  
 about 7:45 - put on my old clothes and  
 went right to work on the basement. Mary  
 helped me some & we put some more  
 Ray-tile on the walls. It is a big job,  
 we have cut out for ourselves. - Oh yes! -

I called Woody this evening to see how he had made out with the skater mechanism. His report was not too good - he had made a sketch of the outfit with its setting which he would build & had approached all of the larger stores in Bringhamton on the proposition of \$500.00 rental a week. None of them objected to the price but they had already spent their money & had made arrangements for their displays until after Christmas. It looks like we are a bit too late with it for this year. Woody hasn't given up however, he is now approaching the smaller stores & has one jewelry store that is interested. He thinks he will have to reduce the rental some for the smaller stores. I told him to use his own judgement on what he should get for it but left the percentage at 50-50. I do hope he is able to get it placed for a few weeks - if nothing more than to get some pictures of it & find out how much actual appeal it has so we have something more definite to sell next year. Mary & I finished up what we had stated in the basement about 10:45. I worked some on the model freight car - wrote some of these notes & T-S-bed about 12:35. —



11/24/46 SUNDAY:

Partly cloudy & warm to-day. Got up at 8:30 - helped Mary with breakfast. Dave Bibby called & offered to take Bob & Mary Lou to Sunday School. He took them & also Sally Kirk with his girls. I washed the dishes for Mary. Then scheduled the 3 model box cars. Mary & I dressed & drove down to Church about 10:45 - we met Bob, Mary Lou & Sally in the Church. We sat down front with them & were quite surprised when Mr. & Mrs. Watson came in and sat right in front of us. There were 4 babies baptized - Bibby had their little Douglas & the Cullen had their baby. Also Roy Lewis - Mr. Watson had some fun playing with the little Lewis baby. Roy used to be Mr. Watson's chauffeur. Rev. Barker gave an excellent sermon. one of the best I have heard. Spoke to Mr. & Mrs. Watson on the way out. Mrs. Watson seemed pleased to see Bob, Mary Lou & Sally. Drove Sally home & stopped in to see Mrs. Kirk but she wasn't home. Shirley was there with Mrs. Conner - she showed us the trophy she had received last night at the Watson Trophy Dinner for <sup>the</sup> diving championship at the IBM Country Club. She sure was pleased!

Sally wanted Bob to stay for Dinner so she  
 stayed at Kirk. - Virginia Betty had called  
 Mary about my taking some pictures of their baby.  
 I called Dave & arranged to take them this after-  
 noon. After dinner I got on my old clothes & did  
 some more work in the basement. Ben Dayton  
 stopped in this noon & borrowed my screen &  
 prop. - I had to stop my job in the  
 basement about 3:15, dress up a bit & dash over  
 to Betty's to take the pictures. It was so  
 dull outside I was afraid there wouldn't be enough  
 light from the large bay window so I took a  
 couple of photoflash along. I had to use them too.  
 Virginia was home alone with the baby - he was  
 just 3 months old to-day. She helped me & we  
 took one complete film of pictures - 35 shots. I showed  
 Virginia the color slides I had taken of the kids  
 cutting the pumpkin for a Jack-o-lantern. Caroline  
 came back from Kirk about the time I was ready  
 to leave - she rode back to the house with me  
 to play with Mary Lou. I got into my old  
 clothes again & went right back to work on  
 the play room in the basement - finished  
 putting the Bay-tite on the cinder block parti-  
 tion - it took so much Bay-tite I didn't  
 have quite enough to finish it. From



Hanjin called Mary this afternoon & asked Mary  
 & I to go along over with she & Jim and Marge &  
 Glenn to see Bill Steven to-night. After  
 supper I finished up washing the floor in the  
 basement - cleaned up a bit & then drove  
 up to Kirk for Babe about 7:30. Mrs. Carver had  
 called & asked her to stay for supper with she &  
 Sally since they were going to be alone - so Babe  
 had all her meals but breakfast with Sally to-  
 day. Mrs. Kirk was home - had a short chat  
 with her & asked she & the girls to come down  
 next Tue. Night. Mary called her later on the  
 phone & asked her for dinner - she wouldn't  
 say yes - I guess she has so many in-  
 vitations she doesn't know which to accept.  
 About 8:15 Fran & Jim and Marge & Glenn  
 arrived - Glenn was driving his new Dodge.  
 Mary & I rode over to Binghamton with  
 them. I told Jim on the way over about  
 my having a chance to buy a new Super  
 Buick for \$800.00. He thought I was foolish  
 for not trading - he thought it was a good  
 buy. Hearing Jim tell about the car situation  
 got me going in the idea of trading. We  
 found Bill at home in his little apart-  
 ment in his loungey clothes. We had

some fun bidding Bill & the girls got back out of looking over his cute little apartment. Bill plans to get married on Thanksgiving Day. - I told Bill when I left that I sure hate to see that happen but if it had to happen I was glad it had happened to him. For some reason Bill seemed more sedate & reserved than he used to - I guess he is beginning to settle down even before he is married. Left about 10:45 - got home about 11:20. To-bed 12:00.

11/25/46 MONDAY:

Cloudy & warm to-day. Up at 7:00, drove down to the office at 8:00 - took Bob & Mary Lou to school. Left the car at the Buick Garage to have a motor tune-up. I inquired of Claude about the new Buick he wanted to sell me last week. He had sold it Friday. He told me he had over a 100 on the waiting list for a new Buick - he also showed me a slip indicating there were 3 new cars ready to leave the Factory - one ROAD MASTER & 2 SUPERS. Claude told me I could have my choice of them if I wanted. He has a dark green SUPER SEDANETTE which appealed to me. I asked him to let me know when it comes in. - I don't know why Claude is so interested in selling



me a new Buick. I kidded him about it & he told me he would rather sell a new car to someone who brings their business to him than to someone out of town. — Mr. Kirk was in town today — I saw him for a few minutes this morning about the talk Mr. Almon is going to give at the A.S.M.E. meeting. Charlie seemed pleased about it — he approved having it published & asked me to check to see that there is a table reserved at the A.S.M.E. Annual Dinner for IBM. — Saw Charlie Cheney this morning & gave him the Xmas Card layout to photograph. Stopped over to see Blackie & had a session with him on the projected expenses of my dept. Blackie took me to task for telling people Fri. Night that he had not told me I would be on the Program until a few minutes before 5:00. Blackie said he didn't like it for he had told me early in the week that I might be called on to speak — but that is different from being on the program. At 11:00 I walked down to Buick Garage — got my car & started to drive home — got out on PNE. B. in Endwell & it just stalled & stopped. I sure was mad — the car worked alright this morning — I took it to the garage & then it stops. Called Eddie & he sent a mechanic right out. I took the car & drove out to get Mary — she was late as we had to be

to her art class at 12:00 - I let her off at T.C.C. & drove on over to Union & returned the Amplifier I had borrowed from Eddie Marshall. Drove back to The Buick Garage & my car still was not ready. Walked over to our cafeteria for lunch. The price went up to-day. Instead of having a 25¢ special everything in ala-carte. My lunch which would have cost 35¢ cost me 55¢. It is still less than you could get anywhere else. Walked back to The Buick Garage at 1:00 - Eddie was working on the distributor on my car - it had jammed which had caused the trouble. I

borrowed Eddie's Buick & drove over for Mary. She left me off at the school & took the car. At 2:00 this afternoon Max & I had Room 182 in their last session of the current Mgr. Trg. Program. I had arranged with Bill Davidson for a demonstration of all IBM Products in Room 202. I opened the session & turned the meeting over to Bill - he presented Joe Morise who demonstrated the EAM Machine & Charlie Graff who presented the I.T.R. & E.W.M. products. I left the session about 3:00 & rty. to my office. Met Ben Mose & Dr. Dubish there about 3:15. Ray & I went with them over to see Wally McDowell. Wally called in Ray Cheney, Don ~~W~~ Piate & Bob McKeiver to meet with us & discussed the series of courses which may be offered for the Engineer. We decided to start with a



course in math - & to give a placement test  
 to determine what math is needed. Wally wants  
 all of the courses made as practical as possible. Ben  
 had to get back at 4:00 for a Faculty Meeting so we  
 had a short snappy meeting. I got back to the Mfg.  
 Trg. Session in time to close the meeting. Everyone  
 seemed to enjoy the demonstration of IBM Products.  
 I asked each one to let me or me know what  
 they thought of the program. School managers stayed  
 to tell me & I what we might do to improve the  
 program. Mary stopped by for me about 5:15 -  
 she had Bob & Mary Lou with her. Mary had  
 gotten the car from the garage - she had given  
 Claude Lundgren a ride over to Johnson City. He  
 showed her a SUPER Buick sedanette just like the  
 one he has coming. Mary liked it a lot - she  
 too seemed to be interested in getting a new  
 Buick. He said Claude couldn't understand how  
 I had kept the inside of our car so nice - she  
 also mentioned that Helen Wade had exclaimed  
 it too. After supper I started painting the model  
 box car. About 7:30 I drove down to Church to  
 our Bethel Brotherhood Meeting - we had about 20  
 fellows out. Glen Hamilton, our pres., sang out  
 the business part of the meeting. He sure is  
 an old maid when it comes to conducting a

meeting. As a program we had a Forum discussion on the topic "Religion & the Total Man". I served as the moderator - there were four spokesmen - Ben Moses on the Mental phase - Ken Dayton on the Physical phase - Gaven Cullen on the SOCIAL phase & Rev. Braks on the Spiritual phase. After these 5 min. presenta-tions which incidentally ran until about 10 min. each we had a good discussion period. Repertments & home about 10:30. Mary had retired - I did some work on model box car - mounted the trucks on one of the cars. To-bed 12:45.

11/26/46 TUESDAY:

Very rainy to-day. Got up at 7:00. Drove down to office at 8:00 took Bob & Mary Jon to school. Had a busy morning - a lot of correspondence to get up to date with. Gave both Don & Ralph Burg. Mrs. Gavra called from Sless Watts Office & told me she had a cancelled appointment I could have at 11:30 if I wanted it. Drove down town about 11:00 - went to the bank & got \$50.<sup>00</sup> - did some shopping & at 11:30 stopped down to Dr. Watts' Office. Sless just in our small filling for me - didn't even use any noisome yet he charged me \$4.<sup>00</sup> - his prices have gone up too I guess. Drove on over to Union Paint Store & got the paint for the job Mary & I have underway in our basement. Got



\$26.50 worth of paint - Crete-color for the floor & some more  
 Kay-tile for the walls. Drove on home about 12:15 with  
 the paint & had lunch with Mary. She ~~was~~ was getting  
 ready for dinner this evening as she expected Mrs.  
 Kirk & the girls - however Mrs. Kirk hadn't let her  
 know definitely. We got a letter from one of the Miss.  
 Hamrell's from England to-day - she was so  
 pleased to get the pictures I had sent her.  
 Drove back to the office about 1:30. At 2:00  
 Mary & I had another Mgr. Trg. session in Room 202 -  
 group 3 & 4 - a demonstration of all IBM Products.  
 I opened the session - Davison presented Hossie &  
 Enaff. They did a swell job but ran a little over  
 time with their demonstrations. I adjourned the  
 session about 4:15. Mary & I spent some time going  
 over the results of the program with some of the  
 managers. I called Austin & McElwain & got them  
 lined up for the session to-morrow. At 5:00 I  
 drove home for dinner. - Mary wanted to go to the  
 P.T.A. meeting to-night so she drove me back  
 to the office at 7:00. I conducted the Mgr. Trg.  
 Session at 7:15 - Charlie Isban led the discussion  
 on cost analysis. It was only a fair session.  
 Mary stopped back for me about 9:15. Skipped  
 home - put on my old clothes & did some  
 work in the basement. Finished putting the Kay-

late on the playroom. Mary did some painting  
to keep me company. To-bed 11:30.













